



THE

ABOUT AZETTE



Primary Textile Industry (p. 432)

Published Monthly by the
**DEPARTMENT
OF LABOUR**

CANADA

Vol. LVI No. 4

APRIL 1956

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Milton F. Gregg, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

Editorial Staff

Editor
Harry J. Walker

Assistant Editor
W. S. Drinkwater

Editor, French Edition
Guy de Merlis

Cover Photograph
National Film Board

Circulation Manager
C. E. St. George

Vol. LVI, No. 4	CONTENTS	APRIL 1956
	Current Manpower and Labour Relations Review.....	353
	Notes of Current Interest.....	369
	Labour Briefs to Provincial Governments.....	379
	Proceedings of Parliament of Labour Interest.....	381
	TLC-CCL Brief to Gordon Commission.....	384
	CMA Brief to Gordon Commission.....	388
	Meeting of Advisory Committee on Professional Manpower..	391
	Conference on Labour Arbitration.....	396
	CCA Submits Brief to Federal Cabinet.....	397
	6th Meeting, Apprenticeship Training Advisory Committee..	399
	Fatal Industrial Accidents during Fourth Quarter of 1955....	409
	Meeting of World Organizations Interested in Handicapped..	410
	50 Years Ago This Month.....	411
	International Labour Organization:	
	Three ILO Committees to Meet.....	412
	Teamwork in Industry.....	413
	Industrial Relations and Conciliation:	
	Certification..... 414	Conciliation..... 414
	Labour Law:	
	Legal Decisions Affecting Labour.....	417
	Recent Regulations under Provincial Legislation.....	424
	Unemployment Insurance:	
	Monthly Report on Operations.....	426
	Decisions of Umpire.....	427
	Labour Conditions in Federal Government Contracts.....	429
	Wages, Hours and Working Conditions:	
	Working Conditions, April 1955, in Primary Textile Industry	432
	Methods of Wage Payment in Manufacturing, October 1954	435
	Strikes and Lockouts.....	438
	Prices and the Cost of Living.....	439
	Publications Recently Received in Department's Library.....	442
	Labour Statistics.....	447

SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; special group subscription offer: 5 or more annual subscriptions, \$1 per subscription. Send remittance by cheque, postal note or money order, payable to Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. BOUND VOLUMES—available at \$5 per copy (delivered in Canada) and \$7 per copy (other countries). CHANGE OF ADDRESS—please give both old and new addresses.

Authorized as Second Class Mail, Post Office Department, Ottawa.

manpower and labour relations

REVIEW

Economics and Research Branch, Department of Labour, Canada

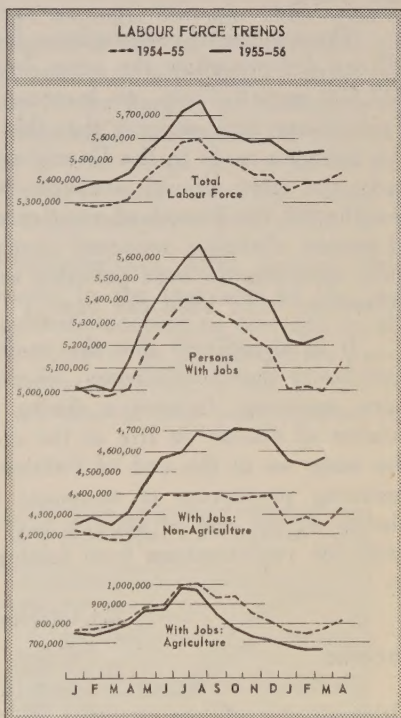
Current Manpower Situation

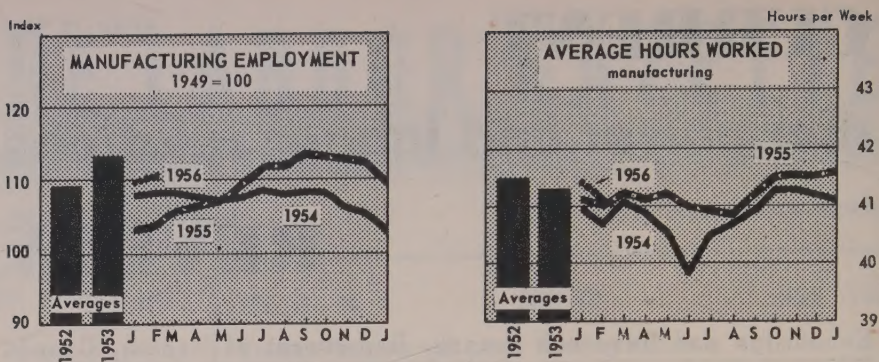
EXPECTATIONS of an early seasonal upswing this year have apparently been justified, for employment estimates in March registered a modest but unusual increase, while the number of persons without jobs and seeking work declined between February and March. Current economic trends indicate that there is a firm basis for further gains in total employment this year.

In the week ended March 24, persons with jobs were estimated at 5,241,000, some 25,000 more than a month earlier. There was also a substantial improvement in the degree to which manpower was utilized. The number of persons working full time rose by 65,000, while those with jobs but not at work decreased by 32,000. The settlement of the General Motors strike played a considerable part in this decrease.

The moderate improvement in total employment came entirely from expansion in non-farm industries, with manufacturing, trade and construction leading the way; farm employment remained virtually unchanged during the month. Non-agricultural employment was 322,000, or almost 8 per cent, higher than last year.

The employment upswing in Ontario was mainly in manufacturing. With the return of workers temporarily laid off in Windsor, automobile and feeder plants were back to near-capacity operations. Reports from most major areas indicated





that engineers, draftsmen and skilled metal tradesmen were becoming increasingly scarce. In the Prairie provinces, many areas anticipated shortages of workers for construction and agriculture in the coming months.

Persons without jobs and seeking work were estimated to number 295,000 at mid-March, some 13,000 fewer than in February and 106,000 fewer than a year earlier. A drop of 21,000 occurred in Ontario, slight declines in the Prairie and Pacific regions and offsetting increases in the two eastern regions. The total seeking-work figure amounted to 5.3 per cent of the labour force, considerably less than at the same time in 1955 and 1954.

The number of registrations for jobs at National Employment Service offices did not show the same downturn. At March 22, 1956, there were 533,600 registrations, an increase of 18,500 from the preceding month. Preliminary data suggest that this increase may be largely the result of the changes made in the Unemployment Insurance Act last year, particularly the more liberal seasonal benefit provisions. These amendments lengthened the period of entitlement and tended to increase the number of people claiming seasonal unemployment insurance benefits. As a result, more people were probably registered at any given date than would otherwise have been the case.

It is significant that the number of claims filed in March was 8 per cent lower than in February, whereas in each of the past four years there were moderate increases during this period. On the other hand, the number of claims on file at the end of March, at 511,100, was virtually the same as at the end of February. It is thought that the high and increasing proportion of seasonal benefit claims (29 per cent of total claims at the end of March) may have prevented total claims and thus total job registrations from falling earlier.

ECONOMIC TRENDS

Income

Personal income continued to rise in the last six months of 1955, although at a slower rate than earlier in the year. For 1955, the year-to-year gain was about 9 per cent and since consumer prices were relatively stable during the year, this represented an equivalent gain in real income. In fact, real personal income per capita in 1955 increased more sharply than at any time in the postwar period.

Among the various components of personal income, labour income rose throughout 1955 but the rate of growth slowed somewhat after June. At the end of 1955, it was running at a level (seasonally adjusted) about 3 per cent above the annual average for 1955. This was a result of both an increase in the number of workers and a rise in average weekly earnings. Average hourly earnings in industry rose by less than 3 per cent but there were definite indications of growing wage pressures as the year progressed. Income changes in other sectors varied from a slight decline in farm cash income to an increase of 7 per cent in the income of non-incorporated business.

Preliminary data indicate that the upward trend in incomes has continued into 1956. Labour income for January was estimated to be \$1,080,000,000, or 9 per cent higher than a year earlier.

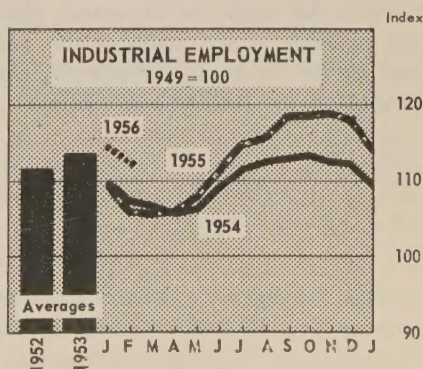
Expenditure

Personal consumption expenditure has followed the trend of personal income fairly closely. Outlays for 1955 as a whole rose by more than 6 per cent over 1954, most of the gain having taken place in the last quarter. The volume of durable goods expenditure was up about 17 per cent while non-durables and services showed increases of about 5 per cent. In the first two months of this year retail sales showed a year-to-year gain of 6 per cent.

Expenditures for new housing rose strongly through 1955 with expenditures in the fourth quarter running at a rate of about 10 per cent above the average for the year. At the year-end, some 80,000 units were still under construction. A recent drop in the number of mortgages submitted to the Central Mortgage and Housing Corporation for guarantee suggests an easing in the demand for new housing. However, the total volume of residential construction should be well sustained during the spring months at least, owing to the large carryover from 1955.

Expenditures for non-residential construction, after lagging during the first part of 1955, increased sharply in the last half of the year. Data on contracts awarded in 1956 indicate continuing strength in this field; moderate increases over 1955 are recorded in all categories except engineering. A survey of investment intentions carried out by the Department of Trade and Commerce at the end of last year showed that businessmen expected to put 19 per cent more work in place in 1956 than in 1955. This indicates an extremely busy construction season with the strong possibility of shortages in the supply of materials and skilled labour.

The same survey indicated an equal increase in the 1956 expenditures for machinery and equipment. Actual outlays in the third quarter of 1955, seasonally adjusted, were running at an annual rate of \$2,188 million, which was about equal to



the previous high reached in the third quarter of 1953. Although imports accounted for much of the increased expenditure, there was also a strong upturn in domestic industries manufacturing capital goods. At the end of January, unfilled orders in the capital goods industries were up significantly from a year earlier. Reports from a fairly large sample of establishments manufacturing capital goods show that most employers expect their mid-year employment to be about 10 per cent greater than a year earlier.

Business inventories showed no more than a moderate rise through most of last year as a result of the relatively sharp rise in final demand. In the last quarter of the year, the combination of rising domestic production and sharp increases in commodity imports produced a substantial increase in inventories, mainly at the manufacturing and wholesale levels. With the possible exception of automobiles and television sets, there is little evidence that inventory accumulation has been involuntary, or that it has adversely affected employment.

The volume of commodity export trade in 1955 rose by about 8 per cent over the previous year, in response to heavy demands for industrial raw materials from the United States, the United Kingdom and other European countries. This gain was very largely responsible for substantial hirings in lumbering, metal mining and in the manufacture of wood, paper and non-ferrous metal products. Preliminary information for the first two months of 1956 suggests that the basic level of exports is continuing to rise moderately.

The sharp rise in exports during 1955 was accompanied by an even sharper rise in the volume of imports. As might be expected, durable goods accounted for a major part of the gain, a direct result of the rising levels of capital investment and consumer durable outlays. Rising imports did not appear to have adversely affected employment, except possibly in the rubber footwear and textile industries.

Total government expenditures during 1955 were about 6 per cent above 1954. Provincial and municipal expenditures continued to rise steadily. The pattern of defence spending is now fairly stable but the emphasis is continuing to shift from aircraft, shipbuilding and munitions to electronics and construction work. Other federal government expenditures have been relatively stable over the year.

On balance, most indicators of labour demand are pointing upward in 1956. As might be expected, the pace of expansion is slower than it was in 1955, since much of the unused capacity has been brought into use. At the same time, however, the economic situation provides a firm foundation for further employment gains this year.

Labour-Management Relations

AT mid-April, efforts to work out the terms of new agreements were in various stages of negotiation or conciliation in many industries including transportation, mining and smelting, basic steel, automobile, electrical goods and pulp and paper manufacturing. A number of important agreements, most of which provided substantial increases in wage rates, were signed in these and other industries during the past month. In the important bargaining under way, similar substantial increases in wages have been requested. In many cases improvements in such matters as vacations, health and welfare plans and pensions are being sought along with wage increases. The guaranteed wage is a bargaining subject in at least two industries, basic steel and automobile manufacturing.

A brief industry-by-industry summary of some of the more important collective bargaining and conciliation activity follows.

Transportation—The board of conciliation dealing with differences between the Canadian railway companies and unions representing approximately 140,000 non-operating employees submitted majority and minority reports during April. Eric Taylor, Chairman of the Board and David Lewis, nominee of the unions, signed the majority report, dated April 9; Paul S. Smith, QC, nominee of the companies, submitted the minority report. (Full texts of these reports will be published in the June issue of the *Labour Gazette*).

The majority recommended that the parties sign an agreement to be in force for two years, from January 1, 1956, to December 31, 1957. During this period, wages would be increased over the December 31, 1955, rates by 6 per cent effective April 1, 1956, half of which would be retroactive to January 1, 1956; 2 per cent effective November 1, 1956; and 3 per cent effective June 1, 1957.

They also recommended that a health and welfare plan should become effective January 1, 1957, half to be paid by the companies and half by the employees, at a cost of 5 cents per hour per employee.

Finally, the report recommended that all employees who now receive pay for five statutory holidays should be granted a sixth statutory holiday with pay during 1956 and a seventh during 1957.

The minority report recommended that present wage rates and working conditions should remain unchanged.

The unions accepted the report of the majority but the companies were still considering the reports at the time of writing.

A board of conciliation was set up to deal with a dispute between the Canadian Pacific Railway Company and its dining, cafe and buffet car employees represented by the Brotherhood of Railroad Trainmen. The union requested a 30-per-cent increase in wages, a reduction in the basic work month, and seven paid statutory holidays.

In the water transport industry, boards of conciliation were functioning in disputes between the Association of Lake Carriers and certain other unaffiliated operators, and three unions, the Seafarers' International Union, the Canadian Merchant Service Guild, and the National Association of Marine Engineers (L.G., Feb., p. 142).

An agreement reached several weeks ago between the International Brotherhood of Teamsters and the Motor Transport Industrial Relations Bureau on behalf of trucking firms in Ontario and their 6,000 employees (L.G., Mar., p. 242) was rejected by the union membership. Following further negotiation, agreement is now reported to have been reached providing wage increases of 16 to 18 cents an hour spread over a year and a half.

In western Canada, motor transport workers employed by the Canadian Pacific Transport Company received a new two-year agreement providing substantial wage increases. The Canadian Brotherhood of Railway Employees and Other Transport Workers represented the employees.

Mining and Smelting—The International Union of Mine, Mill and Smelter Workers (Canada) is reported to have served notice of demands on the International Nickel Company for approximately 17,000 employees at Sudbury and Port Colborne, Ont. The union is said to be seeking an increase in wages of 20 cents an hour, improvements in pension, health and welfare and vacation plans, and other changes in working conditions. The union's bargaining position in Ontario is complicated by a recent decision of the Canadian section to adopt a constitution separate from that of the international union. The Ontario Labour Relations Board has ruled that, under the new constitution, the union is not the same organization as that existing before the change. A number of certifications of the union are therefore open to question.

The Mine-Mill union has also served demands on behalf of approximately 6,000 employees of Consolidated Mining and Smelting Company of Canada, at Trail and Kimberley, B.C. Demands are reported to include a 20-cent-an-hour wage increase and a health and welfare plan.

Differences between District 26, United Mine Workers of America, and the Dominion Steel and Coal Company's coal-mining operations in Nova Scotia remained unsettled at mid-April. A board of conciliation began efforts to settle the dispute in March. A request for a pay increase is apparently the main issue. Under the depressed conditions of the industry, wage rates have remained unchanged for the past four years.

New agreements were recently signed between the Dominion Wabana Ore Company and the United Steelworkers of America; McIntyre Porcupine Mines Limited and the same union; and the Canadian Johns-Manville Company and the National Union of Asbestos Workers (CCCL).

The agreement at Dominion Wabana covers some 2,000 iron-ore miners and provides wage increases as well as improved statutory holiday and annual vacation arrangements. The major new provision of the McIntyre agreement, covering gold miners in northern Ontario, is a reduction in weekly hours of work from 48 to 44 without loss of pay. At Asbestos, the new agreement for Johns-Manville employees is reported to include a 5-per-cent increase in wage rates plus improvements in vacations and the group sickness and hospitalization plan.

Steel—Negotiations have been in progress for several weeks between the Steel Company of Canada, Hamilton, Ont., and the United Steelworkers of America. The main issues are wages, vacations, pen-

sions and guaranteed pay. The matters are reported to have been referred to the conciliation service of the Ontario Government. During April, bargaining on similar issues began between the union and the Dominion Steel and Coal Company, Sydney, N.S.

Automobiles—A new agreement signed by the Studebaker-Packard Company of Hamilton and the United Automobile Workers of America is similar in many respects to the recently negotiated General Motors contract. The three-year contract provides wage increases of 18 cents during its life as well as a supplementary unemployment benefit plan. Negotiations in progress between the UAW and the Ford Motor Company of Canada concern union requests for a wage increase of 15 cents an hour, provision for a guaranteed annual wage, the union shop and other matters. The contract covering workers of the Chrysler Corporation does not terminate until August.

Electrical Products—Bargaining between the United Electrical, Radio and Machine Workers of America and the two largest producers of electrical goods, Canadian General Electric Company and the Canadian Westinghouse Company, has resulted in a new long-term contract with one of the companies. The new agreement applies to plants of Canadian General Electric in Toronto, Peterborough and Guelph. It is reported that wage increases will amount to between 30 and 45 cents per hour during the five-year term of the contract. Improvements were also made in premium pay arrangements, vacations, pensions and welfare benefits. The contract may, however, be terminated after three years. Eric Taylor, of Toronto, was appointed special mediator in the Canadian Westinghouse dispute.

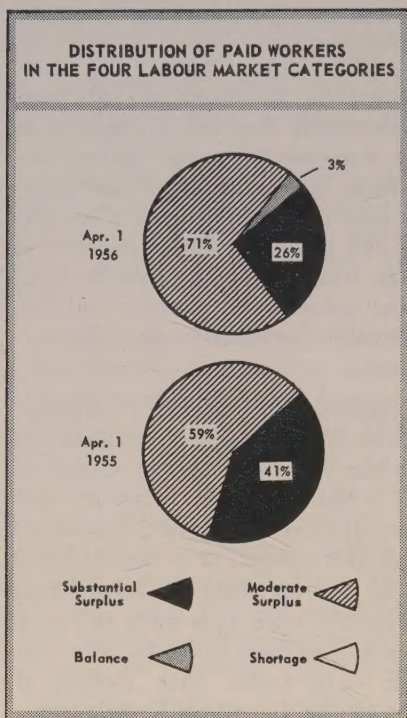
Pulp and Paper—Most labour contracts in this industry expire within the next few weeks and bargaining has begun on behalf of the employees of many firms. The principal unions in the industry are the International Brotherhood of Pulp, Sulphite and Paper Mill Workers and the International Brotherhood of Paper Makers. Agreement was reached in April with one group of mills in Quebec, New Brunswick and eastern Ontario owned by the Canadian International Paper Company. Under the terms of the two-year agreement, wages will be increased by 12 cents an hour this year and 5 per cent next year.

Rubber Products—The United Rubber Workers of America negotiated new labour agreements with the Goodyear Tire and Rubber Company and the Firestone Tire and Rubber Company. Wage increases amounting to 7½ cents an hour and 9½ cents for day-rate workers are reported for the Goodyear contract. For the Firestone contract, reported wage increases are 8 cents an hour for pieceworkers, 11 cents for hourly-rated employees, and 13 cents for mechanical tradesmen.

Work Stoppages

Preliminary figures show 22 work stoppages in existence during March 1956. These involved 3,243 workers in a time loss of 16,875 man-days. Corresponding figures for the previous month were 22 stoppages, 20,144 workers and 234,795 days. In March 1955 there were 13 stoppages, involving 2,297 workers in a loss of 15,752 man-days.

Manpower Situation in Local Areas



THE month of March marked the transitional period between winter and spring employment activity. As usual at this time of year, changes in the levels of local unemployment were very small. Labour market classifications changed in only nine areas, largely as a result of unemployment declines; five areas were reclassified from the substantial to the moderate surplus category, two from moderate surplus to substantial surplus, one from moderate surplus to balance and one from balance to moderate surplus. As a net result of these changes three fewer areas were in substantial surplus and three more in moderate surplus than a month earlier.

The classification of labour market areas continued to show substantial improvement over last year. At April 1, classification of the 109 areas was as follows (last

year's figures in brackets): in balance, 5 (0), in moderate surplus, 56 (44), in substantial surplus, 48 (65).

There was a slight improvement in the labour market situation in most local areas in the western regions; three areas in the Prairies and one in the Pacific moved from substantial to moderate surplus. In Ontario, some of the southern areas showed a slight improvement while some of the northern areas recorded further seasonal increases in unemployment. Seasonal reductions in logging resulted in small increases in labour surpluses in the Quebec and the Atlantic regions, one area from each region being reclassified from moderate to substantial surplus.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Apr. 1 1956	Apr. 1 1955	Apr. 1 1956	Apr. 1 1955	Apr. 1 1956	Apr. 1 1955	Apr. 1 1956	Apr. 1 1955
Metropolitan	3	5	8	6	—	—	—	—
Major Industrial	12	16	14	11	1	—	—	—
Major Agricultural	3	7	11	7	—	—	—	—
Minor	30	37	23	20	4	—	—	—
Total	48	65	56	44	5	—	—	—

*See inside back cover October 1955 *Labour Gazette*.

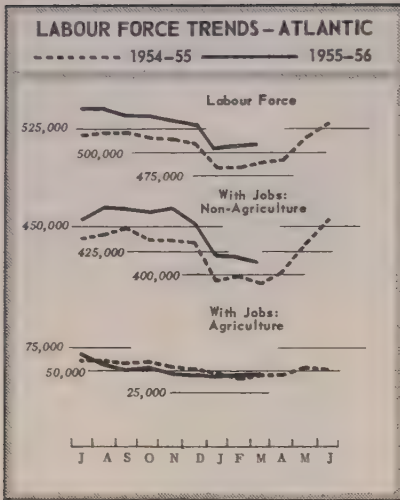
CLASSIFICATION OF LABOUR MARKET AREAS,

April 1, 1956

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec - Lévis St. John's Winnipeg	Calgary Edmonton Hamilton Montreal Ottawa - Hull Toronto Vancouver - New Westminster Windsor		
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Cornwall Farnham - Granby Fort William - Port Arthur Joliette Lac St. Jean Moncton New Glasgow ROUYN - VAL D'OR Shawinigan Falls Sydney Trois Rivières	Brantford Guelph Halifax Kingston Kitchener Niagara Peninsula → OSHAWA Peterborough Saint John Sarnia Sherbrooke Sudbury Timmins - Kirkland Lake Victoria	→ LONDON	
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)	Charlottetown Rivière du Loup Therford - Megantic - St. Georges	Barrie Brandon Chatham → LETHBRIDGE Moose Jaw North Battleford Prince Albert Red Deer Regina Saskatoon → YORKTON		
MINOR AREAS (labour force 10,000 - 25,000)	Beauharnois Central Vancouver Island Chilliwack Bathurst Bracebridge Bridgewater Campbellton Dauphin Drummondville Edmundston Gaspé FREDERICTON Grand Falls Kenville Montmagny Newcastle Okanagan Valley Owen Sound Portage la Prairie Quebec North Shore Rimouski Sorel Ste. Agathe - St. Jérôme St. Stephen Summerside Turo Valleyfield Victoriaville Woodstock, N.B. Yarmouth	Bellefleur - Trenton Cranbrook Duncan Creek Drumheller Goderich → KAMLOOPS Lachute - Ste. Thérèse Lindsay Listowel → MEDICINE HAT North Bay Pembroke Prince George Prince Rupert Sault Ste. Marie Simcoe St. Hyacinthe St. Jean Swift Current Trail - Nelson Walkerton Weyburn WOODSTOCK - INGERSOLL	Brampton Galt Stratford St. Thomas	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

ATLANTIC



EMPLOYMENT in the Atlantic region during March showed about the usual decline for the month, seasonal reductions in logging employment being the principal cause of the decrease. Persons with jobs at March 24 were estimated at 458,000, a total 4,000 lower than the preceding month but 26,000 higher than in March 1955. Manufacturing employment changed very little, though some layoffs occurred in shipbuilding following a decline in orders. The anticipated upturn in employment in the railway rolling stock industry was delayed by a steel shortage. The railways recalled workers who had been laid off

earlier in the season and fishing became more active but hirings in these industries were not sufficient to offset the seasonal reduction in logging employment. The normal spring pick-up in retail trade was delayed by heavy snow storms during March.

Construction occupations accounted for 40 per cent of the male NES registrations at the end of the month. As usual, the low point in employment in this industry was reached early in March. Considerable strengthening in employment is indicated by the survey of anticipated capital expenditures for construction during 1956, which shows notable increases over 1955 in all provinces of the region, except Prince Edward Island. Housing construction, which has a relatively high labour content, shows the greatest year-to-year strengthening, partly as a result of the National Defence project at Gagetown, N.B.

Total employment remained slightly higher than a year earlier. While logging accounted for most of the year-to-year gain, coal mining and the heavy manufacturing industries showed noteworthy employment increases over last year. Improved markets for coal were responsible for steadily increasing coal production and the recall of more than 200 miners since last fall. The iron and steel industry was operating at capacity and the railway rolling stock industry showed considerably more activity than a year earlier, despite the effects of slow steel deliveries.

During the month, one labour market area was reclassified from the moderate to the substantial labour surplus category. At April 1, classification of 21 areas in the region was as follows (last year's figures in brackets): in moderate surplus, 2 (3); in substantial surplus, 19 (18).

Local Area Developments

St. John's (metropolitan). Remained in Group 1. Employment and unemployment changed very little during the month. Activity in the construction industry had not developed to any extent but seal fishing got under way,

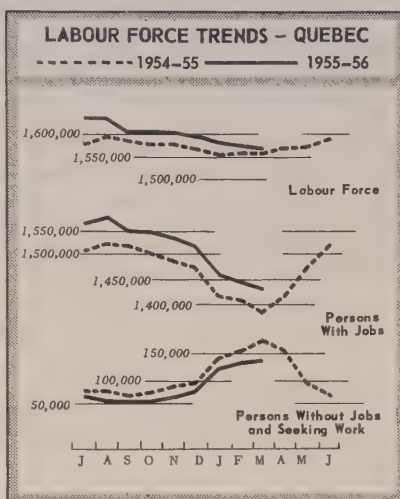
providing employment for approximately 400 workers. Total employment showed little year-to-year change.

Fredericton (minor). Reclassified from Group 2 to Group 1.

QUEBEC

EMPLOYMENT declined in the Quebec region during March although somewhat less than usual for the month. At March 24, persons with jobs were estimated at 1,433,000, a decrease of 8,000 from February 18 but an increase of 49,000 from March 19, 1955.

Labour surpluses increased most in logging areas, where cutting and hauling operations were almost completed. The beginning of the spring thaw made winter roads almost impassable and caused further layoffs in trucking. Lack of orders resulted in a slow-down in cotton mills but secondary textiles operated normally.



Some increases were recorded in the number of unskilled construction workers without jobs but registrations for work from skilled construction workers decreased. The number of unfilled vacancies increased in most skilled construction categories, indicating an upturn in this activity. Engineers and draftsmen were still in short supply.

The increase in labour surpluses resulted in the reclassification of only one local area from the moderate to the substantial surplus category. At April 1, classification of the 24 labour market areas in the region was as follows (last year's figures in brackets): in moderate surplus, 5 (3); in substantial surplus, 19 (21).

Local Area Developments

Montreal (metropolitan). Remained in Group 2. Labour surpluses decreased slightly during March because of expansion in most sectors of the manufacturing industry. Cotton mills and rubber footwear plants, however, were working on short time because of lack of orders and some sectors of the secondary steel industry were still hampered by shortages of steel. Construction employment was higher than last year. There were shortages of engineers, structural draughtsmen and shoe cutters and finishers.

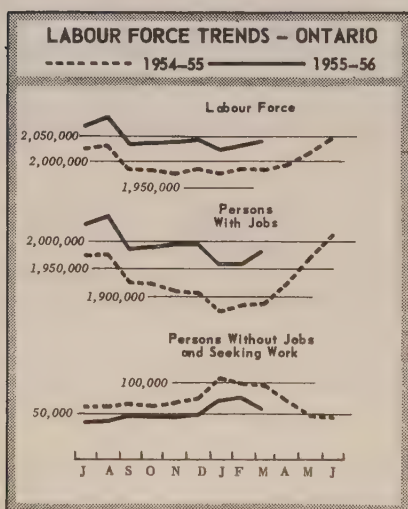
Quebec-Lévis (metropolitan). Remained in Group 1. Labour surpluses increased seasonally in this area but remained lower than last year. The main increase occurred in logging, where cutting and hauling operations were almost finished; in construction, where winter projects neared completion and summer projects were not yet under way; and in road transportation, where some roads were closed to heavy traffic for the duration

of the spring thaw. Primary textiles operated below capacity because of a large accumulation of stocks but secondary textiles operated normally. The leather industry produced at capacity and there was a shortage of shoe stitchers. Offset press operators and hairdressers were also in short supply.

Rouyn-Val d'Or (major industrial). Reclassified from Group 2 to Group 1. Following the usual pattern for this time of year, employment decreased seasonally in construction, transportation, sawmills, forestry and lumbering. The employment situation in general remained much better than in March 1955.

Gaspé (minor). Remained in Group 1. Labour surpluses increased seasonally in March and reached last year's level. The logging season was almost over and a number of sawmills closed down. Moreover, a mining firm in Gaspé had to curtail its operations because of a fire that almost completely destroyed its supply of electricity.

ONTARIO



AN upturn in manufacturing employment in Ontario and some increase in construction brought an earlier-than-usual spring rise in economic activity. Persons with jobs increased by an estimated 29,000 during the month to a total of 1,983,000 at March 24. During the same period in 1955 the number with jobs remained unchanged at 1,887,000. The increase in employment resulted in a corresponding decline in unemployment; a substantial decrease also occurred in the number of persons with jobs but temporarily laid off.

Nearly all manufacturing plants remained busy during March. The

General Motors feeder plants were back to capacity operations and workers on temporary layoff from Ford had returned to work by mid-March. Engineers, draftsmen and most skilled metal tradesmen were becoming scarce in most areas. The rubber clothing, textiles and leather products industries were all hiring some workers but furniture and electrical apparatus plants were still seasonally slack. Seasonal hiring of farm workers, lake seamen and construction workers began in many areas. In Northern Ontario, however, employment was at the seasonal low; logging camps had closed and the ground was still too wet and soft for hauling or construction work.

Three areas were reclassified during the month; Oshawa moved from the substantial to the moderate surplus category, London from moderate surplus to balance and Woodstock-Ingersoll from balance to moderate surplus. At April 1, classification of the 34 areas in the region was

as follows (last year's figures in brackets): in balance, 5 (0); in moderate surplus, 26 (22); in substantial surplus, 3 (12).

Local Area Developments

Hamilton (metropolitan). Remained in Group 2. Unemployment declined slightly during the month but at a slower rate than last year. Most manufacturing industries continued busy. Iron and steel plants were operating at capacity and plans were underway for substantial plant expansion this year. Textile plants were all busy but radio and electrical apparatus firms were still in the seasonal slack period. Engineers, draftsmen, skilled machine shop workers and foundry men were still scarce.

Ottawa - Hull (metropolitan). Remained in Group 2. Heavy snows resulted in further small increases in unemployment during the month. However, there were still shortages of professional, clerical and sales staff.

Toronto (metropolitan). Remained in Group 2. There was some reduction of labour surpluses during the month. Heavy industries continued busy and demand increased in the light manufacturing industries. Executive and professional workers, tool and diemakers, machinists, most metal tradesmen and skilled textile workers were in short supply.

Windsor (metropolitan). Remained in Group 2. There were some cutbacks in auto production schedules during the early part of the month but most workers had been recalled before the beginning of April. Skilled engineers, draftsmen, tool and diemakers and designers were scarce, partly because American firms have been recruiting skilled labour from this area.

London (major industrial). Reclassified from Group 2 to Group 3. The spring upturn in construction resulted in substantial reductions in registrations from both skilled and unskilled construction workers. Some hiring was recorded in heavy industries and welders, machinists, draftsmen and structural steel workers were in short supply.

Oshawa (major industrial). Reclassified from Group 1 to Group 2. Most of the General Motors feeder plants were back to full operations. Hirings began in the construction industry. Engineers, draftsmen and tool designers were scarce.

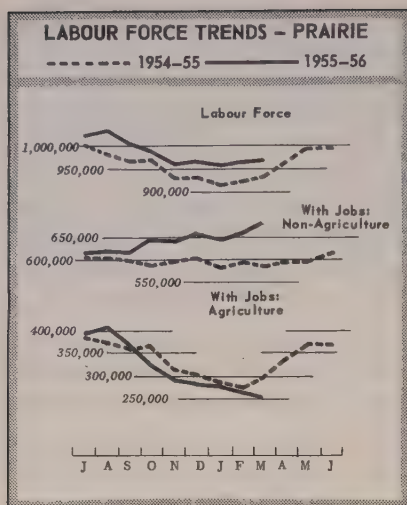
Woodstock - Ingersoll (minor). Reclassified from Group 3 to Group 2.

PRAIRIE

EMPLOYMENT in the Prairie region increased as usual during March after reaching the winter low point in early February. Persons with jobs in the region were estimated at 931,000 at March 24, an increase of 7,000 from a month earlier and of 49,000 from March 19, 1955.

Demand for farm workers increased throughout the region and early shortages were foreseen in Saskatchewan and Alberta. These may be aggravated by the large volume of construction planned for the region. Increasing job opportunities in agriculture and construction were partially offset during the month by the completion of pulp cutting at the Lakehead and layoffs in coal mining in Alberta. Shortages of engineers, geologists and draftsmen continued. Nearly all major areas in the region reported shortages of qualified stenographers.

Reflecting the seasonal strengthening in employment, three areas were reclassified during the month from the substantial to the moderate



labour surplus category. At April 1, classification of the 20 areas in the region was as follows (last year's figures in brackets): in moderate surplus, 16 (11); in substantial surplus, 4 (9).

Local Area Developments

Calgary (metropolitan). Remained in Group 2. Seasonal employment expansion was greater than usual as continuing mild weather during the month stimulated an earlier pick-up in outdoor activities. Construction and public utilities showed the most improvement and this was reflected in an increase in vacancies as well as a reduction in registrations on file at NES offices. Moderate in-

creases in employment occurred in agriculture and wholesale trade, and because of more attractive wages offered for non-farm work, orders for farm help were becoming difficult to fill. Manufacturing employment showed virtually no change during March, remaining about 8 per cent higher than a year earlier.

Edmonton (metropolitan). Remained in Group 2. Total employment changed very little during March. Logging, oil drilling and prospecting came to a standstill during the last week of the month as a result of road bans but employment reductions in these activities were partly offset by hirings in agriculture. Total industrial employment continued at a higher level than in March 1955, all major industry groups sharing in the increase. There were no acute labour shortages but vacancies for experienced hard rock miners were hard to fill.

Winnipeg (metropolitan). Remained in Group 1. Most manufacturing lines showed some seasonal expansion of employment. Other industries in the area remained fairly stable during the month. Construction occupations continued to account for about one-half of total registrations for employment. Carpenters were in steady demand at the Mid-Canada and DEW Lines but there was little local demand for these tradesmen.

Yorkton and Lethbridge (major agricultural). Reclassified from Group 1 to Group 2.

Medicine Hat (minor). Reclassified from Group 1 to Group 2.

PACIFIC

THE employment situation in the Pacific region showed further moderate improvement during March, although snow and poor road conditions continued to hamper logging and construction activities. Persons with jobs in the region were estimated at 436,000 at March 24, a slight increase from a month earlier and 22,000 more than in March 1955.

Employment expansion during March occurred mainly in the construction and related industries; smaller gains were reported in various manufacturing occupations. The construction industry was most active

in Vancouver Island and at Kitimat, although progress was also reported in other areas in the construction of plants, office buildings, public utilities and housing. In manufacturing, metal-working plants, cement producers, sawmills and shingle mills were working at or near capacity, except in areas where road conditions hindered the transport of logs. Mining was very active and exploration was increasing. Logging and transportation were hampered by road conditions and the service industry had not yet begun its seasonal upturn. Labour

surpluses were not expected to ease substantially until weather and road conditions improved but already there were indications in several areas of shortages of trained technical staff experienced in design and planning, of metal tradesmen, construction workers, nurses aides, experienced stenographers, typists, domestic workers and dairy farm hands.

The unemployment situation was much improved over last year. The number of persons registered for employment was about 15 per cent lower than last year, while job vacancies had almost doubled. Increased employment opportunities for men accounted for most of this change, which occurred mainly in the construction, manufacturing and service industries and in forestry. Recently released public and private investment estimates show the economic strength underlying the employment situation in the Pacific region: total investment increased by almost 30 per cent from 1954 to 1955 and even larger amounts are projected for 1956.

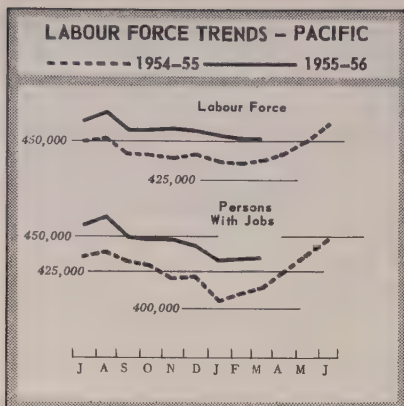
During the month, one labour market area was reclassified from the substantial to the moderate labour surplus category. At April 1, classification of the ten labour market areas in region was as follows: (last year's figures in brackets): in moderate surplus, 7 (5); in substantial surplus, 3 (5).

Local Area Developments

Vancouver - New Westminster (metropolitan). Remained in Group 2. Employment conditions continued to improve in March, showing much more strength than last year. Manufacturing registered gains particularly in the metal trades and in steel fabricating. Construction employment was higher than a month earlier despite some adverse weather. Raw material shortages and slow deliveries, particularly of logs and structural steel, were causing some concern.

Victoria (major industrial). Remained in Group 2. The labour market improved during the month, although heavy storms prolonged unemployment. The steadily increasing shortage of qualified tradesmen continued, particularly in the metal trades.

Kamloops (minor). Reclassified from Group 1 to Group 2.



Current Labour Statistics

(Latest available statistics as of April 10, 1956)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	March 24	5,536,000	+ 0.2	+ 2.5
Total persons with jobs.....	March 24	5,241,000	+ 0.5	+ 4.8
At work 35 hours or more.....	March 24	4,737,000	+ 1.4	+ 5.6
At work less than 35 hours.....	March 24	361,000	- 2.2	- 7.7
With jobs but not at work	March 24	143,000	-18.3	+15.3
With jobs but on short time	March 24	35,000	- 7.9	-25.5
With jobs but laid off full week	March 24	24,000	-17.2	+33.3
Persons without jobs and seeking work	March 24	295,000	- 4.2	-26.4
Total paid workers	March 24	4,118,000	+ 0.4	+ 7.6
In agriculture	March 24	78,000	- 3.7	- 4.9
In non-agriculture	March 24	4,040,000	+ 0.4	+ 7.9
<i>Registered for work, NES (b)</i>				
Atlantic	March 22	82,157	+ 6.4	- 2.7
Quebec	March 22	192,053	+13.8	-11.7
Ontario	March 22	130,941	- 6.1	-25.3
Prairie	March 22	79,823	+ 1.6	-16.2
Pacific	March 22	48,670	- 5.1	-19.3
Total, all regions	March 22	533,644	+ 3.6	-15.7
<i>Claimants for Unemployment</i>				
Insurance benefit	March 1	510,963	+ 7.1	-17.5
Amount of benefit payments	February	\$32,188,102	+30.7	- 7.8
Industrial employment (1949=100).....	Feb. 1	112.5	- 1.8	+ 6.3
Manufacturing employment (1949=100)	Feb. 1	110.3	+ 0.5	+ 6.5
Immigration	Year 1955	109,946	-	-28.7 (c)
<i>Strikes and Lockouts</i>				
No. of days lost	March	16,875	-	+131.0(c)
No. of workers involved	March	3,243	-	+64.6 (c)
No. of strikes.....	March	22	-	+85.0 (c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	Feb. 1	\$62.38	+ 3.0	+ 3.7
Average hourly earnings (mfg.).....	Feb. 1	\$ 1.47	- 0.1	+ 3.2
Average hours worked per week (mfg.)	Feb. 1	41.1	- 0.7	+ 0.2
Average weekly earnings (mfg.)	Feb. 1	\$60.54	- 0.9	+ 3.5
Consumer price index (av. 1949=100)	March 1	116.4	0.0	+ 0.3
Real weekly earnings (mfg. av. 1949=100)	Feb. 1	124.7	- 0.5	+ 3.4
Total labour income	January	1,080	- 4.0	+ 9.0
<i>Industrial Production</i>				
Total (average 1935-39=100).....	January	259.3	- 2.3	+ 8.9
Manufacturing	January	261.8	- 1.6	+ 7.8
Durables	January	321.1	- 0.5	+ 9.0
Non-Durables.....	January	223.9	- 2.6	+ 7.2

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, October 1955 *Labour Gazette*.

(b) See inside back cover, October 1955 *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Notes of Current Interest

Building Trades Had Less Joblessness Last Winter

There was less unemployment in the building trades this past winter, the joint committee formed to combat the problem of winter unemployment in the construction industry (L.G., Nov. 1955, p. 1241) reported after its second meeting, held March 12.

The committee made plans for its next year's program; it will carry out an extensive campaign this summer.

During the past winter, the committee reported, good results had been obtained from a concerted promotional campaign on the federal, provincial and local levels. All member organizations of the committee in addition conducted their own campaigns. The committee agreed that the general public was now more aware of the problem.

Organizations represented on the committee, sponsored by the Canadian Construction Association, are: the Canadian Chamber of Commerce, the Canadian and Catholic Confederation of Labour, the Canadian Manufacturers' Association, the Engineering Institute of Canada, the National Housebuilders' Association, the Royal Architectural Institute of Canada and the Trades and Labour Congress of Canada.

The Department of Labour, the Unemployment Insurance Commission and the National Research Council are actively associated with the project.

Locomotive Engineers Ask 30-Per-Cent Raise

The Brotherhood of Locomotive Engineers last month opened negotiations with the Canadian National Railways' Central Region over its demand for a 30-per-cent wage increase.

The union's negotiators said the wage increase is being sought to catch up with prevailing rates in the United States and to adjust inequities between locomotive engineers and other railway employees.

The basic wage rate for Canadian engineers is \$11.73 daily for passenger

service and \$14.34 for through freight; for United States engineers, \$17.43 for passenger service and \$18.49 for freight runs.

4 Paper Mills Grant 12-Cent Wage Boost

Wage boosts and other benefits have been gained by 6,000 employees in four paper manufacturing plants located in Quebec, Ontario and New Brunswick, in two-year labour agreements concluded early this month in Montreal.

Pay increases amount to 12 cents an hour effective May 1, plus a further 5 per cent effective May 1, 1957. The new contracts will increase the base rate from \$1.53 an hour to \$1.65 until May 1, 1957, and to \$1.73 an hour thereafter to the end of the contract.

The unions involved are: the International Brotherhood of Pulp, Sulphite and Paper Mill Workers; International Brotherhood of Paper Makers; United Association of Plumbers and Steam Fitters; International Union of Operating Engineers; International Association of Machinists; and International Brotherhood of Electrical Workers.

Companies concerned are: the Canadian International Paper Company, New Brunswick International Paper Company, International Fibre Board Limited, and Masonite Company of Canada Limited.

Employees covered by the contract work in mills at Timiskaming, Gatineau and Three Rivers in Quebec, Hawkesbury in Ontario, and Dalhousie, N.B.

Other benefits gained in the new contract are higher shift differentials and company contributions towards the cost of hospitalization insurance.

Gross National Product At Record Level in 1955

Canada's output of goods and services reached record heights in 1955, being \$26,600,000,000, compared with \$24,100,000,000 in 1954, an increase of approximately 10 per cent, the Dominion Bureau of Statistics stated last month.

With prices of final products fairly stable, this increase represented almost entirely an expansion in the volume of production, which showed the largest gain for any single post-war year. Since the volume of output had declined somewhat in 1954, however, the increase over 1953 is less than the increase over 1954, being estimated at about 6 per cent.

Two Meat Worker Unions Agree to Amalgamate

The two major unions in the meat processing field have agreed to merge—the first to do so since the amalgamation of the American Federation of Labor and the Congress of Industrial Organizations last December.

They are the Amalgamated Meat Cutters and Butcher Workmen of North America (AFL) and the United Packinghouse Workers of America (CIO). The merged union will retain the name of the former.

470,000 Membership

The amalgamated unions will have a membership of about 470,000, including about 25,000 in Canada. The Meat Cutters claim 350,000 members, about 2,000 in Canada, and the Packinghouse Workers close to 120,000, about 23,000 in Canada.

Top offices of the combined unions will go to present officers of the AFL affiliate. Earl W. Jimerson will be President and Patrick E. Gorman, Secretary-Treasurer. Ralph Helstein, President of the Packinghouse Workers, will, it is assumed, be General Vice-president, a position provided for in the merger agreement.

The packinghouse union represents workers in almost all Canadian meat packing plants. The Meat Cutters have membership among retail butcher employees.

CCCL Seeks Information On Participation in CLC

The Canadian and Catholic Confederation of Labour is to meet with the heads of the other Canadian central labour organizations to examine the terms of its participation in the Canadian Labour Congress without giving up its identity.

This was the result of a plenary session held in mid-March at Quebec, where 150 delegates studied the course to be followed by the CCCL with regard to the merger of the Trades and Labour Congress and the Canadian Congress of Labour.

At the close of the meeting, a nine-member committee, appointed at the 1955 convention to study the problem of labour unity, was authorized to meet with the heads of the TLC and the CCL to find out the terms for the participation of the CCCL to the Canadian Labour Congress.

The resolution—there were only five opposing votes—asked the committee “to establish contact with the CCL and the TLC for the purpose of inquiring into the terms of participation of the CCCL in the CLC, without giving up its identity”.

At its last convention, the CCCL declared itself in favour of labour unity in Canada, seeing in it a fundamental condition for the advancement of labour. While noting that there are a number of ways of attaining this unity, either through organic merger, through agreement for joint action or through affiliation, the CCCL then declared itself willing to undertake a study of the best methods for attaining complete labour unity in Canada while keeping in mind the independence of the Canadian labour movement and the protection of the typical features of each group.

Discussing the decision of the plenary session, a spokesman for the CCL stated that last year his organization, as well as the TLC, paved the way for a merger of the CCCL with the new Canadian central labour organization. He specified that the agreement between the TLC and the CCL provides that “any other *bona fide* labour organization in Canada, be it local, provincial, national or international, may become a member”.

The admission of the CCCL, with a membership of 100,000 members, would bring the total strength of the new Congress to some 1,060,000 members.

U.S. Employment in 1955 Up 2 Million to New Peak

The average number of United States civilians employed during 1955 was nearly 2,000,000 above the 1954 figure, at a new peak of 63,193,000, the Census Bureau announced in its “Annual Report on the Labour Force: 1955.”

The total civilian labour force, consisting of persons able to work at least 15 hours a week, rose to 65,847,000, which was 1,379,000 above the 1954 total.

Labour Force Growth

The rate of labour-force growth was matched only twice before in the postwar period: in 1948, when large numbers of Second World War veterans were still re-entering the labour market, and in 1950, during the defence build-up for the Korean War.

Women, especially those past 35, accounted for the largest part of the labour force expansion. The number working or looking for work rose by 900,000 to an average level of 20,800,000.

At least 75,500,000 persons worked during all or part of 1955—another record. Of all who worked, 47,500,000, or 63 per cent, held jobs 50 weeks or more, compared with 43,700,000, or 61 per cent, in 1954.

Full Employment Said Advantageous to All

A recent survey in Australia disclosed that full employment has undoubtedly advantages for all sections of the community.

It means the full use of the available resources of manpower and permits the ready absorption into productive employment of the population, the Ministry of Labour Advisory Council stated.

For the wage and salary earner, it holds the manifold advantages of greater economic security and a wider choice of careers.

For employers, independent business and professional people, it means a larger demand for their products and services, and a wider scope for enterprise.

The survey concluded that Australia's employment, industrial and labour-management problems must be considered on the basis that full employment has come to stay.

The survey was made by the Ministry of Labour Advisory Council, which published a paper on the subject titled, "Some Problems of Full Employment."

Copies of the paper may be had on application to the Department of Labour and National Service, Century Building, Melbourne, Australia.

Output Must Keep Pace With Income Rise—U.K.

Full employment and stable prices can be attained in Britain, according to a Government White Paper, if certain conditions are fulfilled.

The solution, it says, lies in self-restraint in making wage demands and in fixing profit margins and prices, so that the total money income does not rise faster than output.

Experience over the past 10 years, the Government noted, has shown that the fuller employment is, the more likely it is that prices will rise.

The Government urged business to pass on gains from higher productivity by lowering prices and to raise its profits, not by maintaining high profit margins, but by expanding turnover.

To achieve increased productivity, the White Paper says, management must use the most modern plants and techniques and eliminate restrictive practices. Labour will also have to co-operate in adopting new methods and in dropping its own restrictive practices, the Government said.

Percentage-wise, Women's Pay Boosts Exceed Men's

Reckoned on a percentage basis, salary increases were greater for female than for male clerical employees in Montreal last year, according to a survey conducted by the industrial relations section of the Montreal Board of Trade.

The survey, which covered 46,527 clerical employees of 610 firms, showed that in the year ending last October female workers' salaries increased 2.99 per cent, compared with 1.45 for those of male workers.

Hours of Work

The statistics obtained by the survey showed that 4 per cent of the office employees covered worked fewer than 35 hours a week, 27 per cent worked between 35 and 36 hours, 62 per cent worked from 37 to 38 hours, and 39 per cent worked between 39 and 40½ hours a week. Less than one-half of one per cent work on Saturdays, 95 per cent work a five-day week, 68 per cent are paid fortnightly, and 72 per cent are given supper money for overtime work.

India Announces Details Of Proposed Health Plan

A broad outline of India's future health program was given by Rajkumari Amrit Kaur, Health Minister, in an address to a meeting of the Central Council of Health.

The salient features of the program are: provision of adequate institutional facilities for organizing health services; facilities for training medical and health personnel; control of communicable diseases; provision of environmental hygiene; and a program of family planning and population control.

In the Second Five Year Plan, the Minister said, larger hospital accommodation was planned. Institutions were to be increased probably by 25 per cent and beds by 15 per cent.

Training Plans

The Minister said that it was proposed to set up more medical colleges, as well as to establish full-time teaching units in some of the existing institutions. Arrangements were also being made, she said, for the training of nurses, midwives, pharmacists, sanitary inspectors and other technicians at medical colleges and at larger hospitals not now used as training institutions.

The Minister said that it was proposed to establish more dental colleges in India.

Ontario MLA Suggests Labour Act Changes

The abolition of three-man conciliation boards and their replacement by one-man boards consisting of a conciliation officer was advocated by Robert Macaulay, MLA for Riverdale (Toronto), in a recent speech in the Ontario Legislature on the Labour Relations Act of the province.

While Mr. Macaulay in general commended the Act as "an excellent Act," he criticized it in some important respects, and offered several suggestions for its improvement. He urged that the Act should be administered entirely by the Labour Relations Board, instead of partly by the Board and partly by the courts, as at present.

Although the speaker believed in having "cooling-off" periods, he also believed that these periods at present were unnecessarily long. "There are two delays which I think can be eliminated or reduced," he said. "Firstly an application is made initially to the Labour Relations Board asking for its approval that the conciliation officer of the Department of Labour be brought into the picture. I think if the application were made, in the first instance, to the Department of Labour, as much as two weeks' time could be saved...."

Second Suggestion

"There is a second way in which the procedure can be stepped up," the speaker continued, "and that is by cutting out three-man conciliation boards altogether, thus having a conciliation board consist of the conciliation officer. The parties will know, when they utilize his services, and he discusses the problems with them, that there is no court of further jurisdiction to handle cases, and that this is the only step they can take, which means they have to settle or go on strike."

Failing the abolition of three-man conciliation boards, Mr. Macaulay said he wished that "some greater prestige and power could be placed in the hands of the conciliators of the Department of Labour". He thought that if the conciliation officers had wider discretionary powers to refuse applications for the appointment of conciliation boards, more cases could be settled by the conciliation officers without going on to a board.

With special reference to the General Motors strike, the speaker strongly objected to the Labour Relations Board being able to decline to give a decision as to the legality of a strike when application for a ruling on the matter was made to the Board by one of the parties in a dispute.

Mr. Macaulay went on to say: "The Labour Relations Act should be amended to provide that the Labour Relations Board shall, if it finds the circumstances are such that a strike or a lockout is legal or illegal, make the declaration for which the parties are asking."

He suggested that "courses could be offered at the University of Toronto and the Law School to personnel in the Department of Labour in relation to conciliation and labour disputes".

Pay of Board Members

The speaker took exception to the wide divergence of pay allowed to different members of the same conciliation board. "One member, simply because he is a judge, gets more than twice as much as the others; in fact, he receives more than both of the others combined. With the greatest respect, I submit he is not worth twice as much as the others," Mr. Macaulay asserted.

Citing the Teamsters union in particular, the speaker said that although unions had a right to make their own rules and means of enforcing discipline there should be some limit to the time during which a local union could be held under receivership or trusteeship by the parent union. He suggested a limit of six months, which could be extended by permission of the Labour Relations Board on application by the union. Mr. Macaulay said that at the present time four locals of the Teamsters' union in Canada are under trusteeship.

The speaker declared himself opposed to the compulsory incorporation of trade unions, which had been advocated in some newspaper articles recently. He based his opposition on two grounds: first, that incorporation offered no advantage in dealing with, or acting against, a union; and secondly, that since businessmen were allowed to operate without being incorporated there was no justification for forcing incorporation on labour unions.

The member also spoke against Government-supervised votes before or during a strike, taking the view that to make such votes compulsory would be an unjustifiable interference with the right of the unions to run their own affairs.

Mr. Macaulay furthermore opposed compulsory arbitration of labour disputes, as well as the suggestion that a conciliation board award should be made retroactive to the time a strike began. He believed that the question of retroactivity could very well be left to the parties to thrash out between themselves.

Predicts Automation In Offices in 10 Years

Automation will become general in business offices within the next ten years, Sir Robert Watson-Watt, radar inventor and electronic consultant, told the Seventh Annual Management Conference in Montreal last month.

In 15 years, automation will be general in mass production industries, while in 20 years it will invade machine shop operations, he believes.

Effect on People

He felt that 15 years are available in which to study the effect that automation will have on the people whose jobs it will replace.

Four other speakers at the conference did not challenge Sir Robert's estimate of the speed with which automation was coming. They were, however, unanimous in playing down the effects of automation on employment.

Murray Cotterill, Public Relations Director for the United Steelworkers of America, said that union leaders are telling workers that they need have no fear of automation.

He said that the process of collective bargaining was a check which labour could impose on management's too-hasty adoption of automation.

John Dickey, Parliamentary Assistant to Rt. Hon. C. D. Howe, Minister of Trade and Commerce, said Canada's expanding economy would provide alternative employment for those whose jobs were taken over by automation.

J. A. Calder, Vice-president and Treasurer of Imperial Tobacco Company of Canada and immediate Past President of the Canadian Manufacturers' Association, saw future job diversification in the expanding Canadian economy.

Mr. Calder noted that in 1939, some 1,350,000 were in agriculture compared with 800,000 now, whereas 650,000 were employed in manufacturing compared with 1,400,000.

Automation Only Answer To Employment Problem

Automation is the only solution to the long-range problem of employment, in the opinion of Ralph J. Cordiner, President of the General Electric Company. He also thinks it will be a boon to labour, the investor and the public.

He believes that in the next 10 years it will be necessary to increase industrial output by 40 per cent, and that only 14 per cent more workers will be available to do it.

He bases his arguments on what he terms the losing race between population and its demands on the one hand, and the labour force on the other.

Under those circumstances he believes "we either have to work harder and longer, or drastically raise the amount each of us can produce per unit of time".

In a speech in New York last month, Mr. Cordiner pointed out that if productivity is stepped up, workers' earnings can be greatly increased. They have gone from \$2,000 to \$5,600 at General Electric in 15 years, he said.

Steelworkers Will Seek SUB in 1956 Negotiations

A supplementary unemployment benefit plan (GAW) for its entire membership will be sought this year by the United Steelworkers of America.

Other items to be sought by the union's wage policy committee, which the union estimates may cost up to 20 or 30 cents an hour, will be more life insurance, expanded sick benefits, higher surgical reimbursements and extension of health insurance coverage to retired workers. It is also likely the union will seek to have the existing social insurance program placed on a non-contributory basis.

Can Industry Plan

The SUB plan to be sought, as part of the package deal, will be equal at least to the one negotiated last year in the can industry by the union (L.G., Sept. 1955, p. 1022).

Recently, the union turned down an offer of a jobless pay plan by International Nickel Company, "for two reasons."

The union felt it was highly improper for the company, prior to the opening of collective bargaining, to propose a unilateral plan without prior consultation with the union, on a take-it-or-leave-it basis.

Secondly, the union felt the Nickel proposal was "entirely unacceptable" because in its view it was a form of compulsory individual savings plan, not a joint-risk one.

India Proposes Joint Management Councils

Proposals for the establishment of management councils in certain industries, on which workers and management would be associated, have been approved by the labour panel of India's Planning Commission, it has been announced. The panel met under the chairmanship of Planning Minister G. L. Nanda.

Labour, Management Join In 6th Safety Meeting

A notable example of labour-management co-operation was provided when, for the sixth consecutive year, labour and management in the British Columbia paper industry joined forces to sponsor the Labour-Management Safety Conference, held recently in Vancouver.

During the two-day conference, delegates came from all parts of the province to discuss safety education, accident prevention and first aid, and to consider ways and means to improve the industry's safety record.

Labour was represented by delegates from the locals of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, and the International Brotherhood of Paper Makers. Management delegates came from various companies engaged in the manufacture of pulp and paper products in the province.

The conference was preceded by the annual first aid competitions held by the Western Division, Canadian Pulp and Paper Association. Nine first aid teams, representing various companies in the division, competed for the Pulp and Paper Industry First Aid Trophy.

In a safety slogan contest held in connection with the conference, the slogan chosen as the best of the 368 submitted was: "Safety rules are your safest tools." Other safety awards and prizes were also presented during the conference.

It was reported at the conference that during the ten-year period since 1946, the accident frequency rate in the industry had been reduced almost 75 per cent.

On the other hand, R. M. Cooper, Vice-president of the Powell River Co., said: "We have slipped badly in our accident prevention work. Measured by practically every yardstick, the accident record was not as good as in 1954."

Comparing 1954 with 1955, he pointed out that "in nine mills operating under the standard labour contract the accident frequency rate jumped from 10.38 to 16.22, an increase of more than 50 per cent, while severity decreased from 2,372 to 1,721—29 per cent". In 1955, the nine mills had 205 lost-time accidents, against 131 in 1954, he reported.

The conference was addressed by Paul L. Phillips, President of the International Brotherhood of Paper Makers, who assured the delegates of the continued co-operation and support of the union in the fight to lower accident rates throughout the industry.

Another labour speaker was John P. Burke, President of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers. Mr. Burke said that a real union must be interested in the success of the company, and in the quality and quantity of work done by its members. The union, he said, must learn to give as well as to receive, and its members must realize that their success is bound closely to that of the company.

Speaking of the paper industry, he said: "Labour relations are better than in most industries. Management and labour are working together to save the lives and limbs of workers in the plants."

Retirement Counselling Provided by Swift Co.

A new retirement counselling program for its employees has recently been announced by Swift Canadian Co., Ltd., which has had a compulsory retirement age of 65 since 1916.

By questioning its pensioners, the company found five main sources of difficulty and trouble for retired persons: illness, use of leisure time, housing, employment and making ends meet.

Some pensioners, it was found, had some physical ailment or disability which should have been attended to before retirement. People with jobs and hobbies usually accustom themselves to retirement better than those who lack such interests. Those who own their houses find the sense of ownership and the maintenance of the house a source of interest and satisfaction.

Financial difficulties, the company found, could be minimized by forethought and preparation before retirement. People do not usually retrench until they have to, and consequently the reduction in income that retirement brings with it comes as a jolt.

The company has devised a five-step counselling plan. After 20 years' service an employee is sent a letter explaining his status under the company's retirement policy, and encouraging him to plan for the future. At age 60 and again at age 64 the employee is given an interview, which his wife is welcome to attend. His prospects after retirement are discussed and he is encouraged to study his financial position and to measure his skills in case he plans to look for employment.

The fourth step concerns the actual retirement, and the fifth step is a visit or a letter to the pensioner a year after retirement, and annually thereafter.

Retirement Should Be Voluntary—DVA Doctor

Retirement from work should come voluntarily or when the person is no longer able to perform his duties satisfactorily, in the opinion of Dr. L. F. Koyl, Director of the assessment unit at Sunnybrook Hospital.

Speaking on the subject of old age at the 36th annual meeting of the Health League of Canada, Dr. Koyl said: "Management and labour could have the assurance that all was fair if an outside, rigidly independent examining board were to give an annual opinion as to each person's suitability for retention in his job. The annual medical examination would have intrinsic value, apart from its re-employment function. Management, of course, must maintain its right to decide whether the employee's services are needed."

Dr. Koyl emphasized the importance of a gradual slowing down in the activities of older persons in preparation for retirement.

About 37 per cent of men 65 years of age or over in the United States held jobs in June 1955, according to a statement issued by New York State Department of Labor. More than one in five of these men were receiving a social security or other pension. About 9 per cent of women 65 and over were in paid employment.

Introduce Equal Pay Bills In U.S. Senate, Congress

Senator Irving Ives of New York last month introduced in the United States Senate an equal pay bill which provides "a method of implementing equal pay in much the same way that minimum wage is handled under the Fair Labor Standards Act". An identical bill was later introduced in the House by Congresswoman Frances Bolton and Congressman Carroll Kearns.

(A bill to provide equal pay for female employees for equal work was introduced in the Canadian House of Commons by the Hon. Milton F. Gregg, Minister of Labour, on January 12 and a similar measure was introduced by Mrs. Ellen L. Fairclough (Hamilton West) on January 16).

According to Mrs. Alice K. Leopold, Assistant to the U.S. Secretary of Labor for Women's Affairs, while 16 states and Alaska already have equal pay bills, "a federal law is necessary because a large majority of the states have not enacted equal pay laws".

U.K. Extending Equal Pay To More Occupations

The plan to provide men and women in Britain equal pay for equal work is expanding.

Originally, the scheme was implemented to cover women in the non-industrial civil service. They numbered 155,000 (L.G., March 1955, p. 270).

The scheme is now expanding into local government services, the teaching and nursing professions and the railways.

In local government, departmental grades, where there is common recruitment of men and women and conditions of employment are the same, women's wage scales are to be improved in seven equal stages.

Women in the teaching profession in both England and Wales will reach wage parity with men by 1961. Their salaries are also being increased in seven stages.

The equal pay scheme for nursing staff is identical to that applying to other civil service departments.

In the railways, pay for women will also be brought to parity with that of men in seven years. The scheme will apply only in posts where there is equal responsibility in every respect. The scheme is to be instituted early this year.

Paper Mill Unions' Council Opposed to Sunday Work

A strong stand was taken against Sunday work in paper mills at the 22nd annual convention of the Quebec and Eastern Canada Council, International Brotherhood of Paper Mill Unions, in Ottawa last month. The Council also indicated its intention of asking for increased wages or fringe benefits, or both, during the coming year.

Minister of Labour

Speaking at the annual banquet of the Council, Hon. Milton F. Gregg, Minister of Labour, said that 1956 could well be called a "year of destiny" for the pulp and paper industry.

Despite the technical advances that will undoubtedly be made in the industry during the next 25 years it will require at least 25,000 additional workers, Mr. Gregg said. The great majority of these will be highly-skilled workers, he added.

The story of the pulp and paper industry, the Minister said, was "a magnificent record of strike-free progress". Relations between management and labour were excellent and problems were settled over the conference table to mutual satisfaction.

Right Economic Climate Needed for Productivity

The best assurance of growth in productivity lies in preserving an economic climate in which rewards, whether to employers or employees, depend on efficient performance. This is the opinion of the Australian Department of Labour Advisory Council.

According to a recent news release of the Australian Department, the Council mentioned the following ways in which productivity gains may be distributed in widely varying proportions: to consumers through lower prices, to workers through higher wages and salaries and other improvements in working conditions, to proprietors and shareholders through higher profits, and to businesses and undertakings through the building up of reserves to provide for re-equipment and expansion.

The Council is well aware that there is no simple recipe for increasing productivity. Higher productivity is the outcome of improvements in efficiency in many and varied individual undertakings and involves the application of many different methods, it pointed out. Their application depends on incentive to increase efficiency, a consciousness of the need to raise productivity and a willingness by all concerned to attempt all the means available, the Council said.

Suggest Ways to Share Profits of Productivity

The sharing of profits earned through increased productivity should be determined equally with regard to the individual's contribution, the distribution of wealth and to social considerations. This was a conclusion reached by the Third International Congress of the International Catholic Secretariat for Technologists, Agriculturists and Economists, held at Montallegro, Italy.

The national associations represented at the Congress agreed that profits earned by increased productivity should be distinguished according to the method by which productivity was increased. Cited as examples of various methods were: increased speed of work; better utilization of equipment; organization, rationalization or standardization of work; improvement in human relations; new capital expenditure; improvement in markets and in occupational organization; or circumstances independent of the undertaking.

Measures of mechanization, the Congress concluded, should always be examined from the standpoint of how it can improve con-

ditions of work. The co-operation of the worker in this task was necessary, the Congress stated.

Night work should be reduced to the minimum, it said, and where two shifts are worked, each shift should not exceed eight hours.

Increases in productivity, the Congress said, should enable human relations in an undertaking to be improved.

"The personnel should be kept better informed and be more widely consulted. Remuneration should increase with productivity. In no case should the workers bear the cost of mismanagement in the shape of a reduction in the minimum wage.

"Careful management must provide for changes in the labour force in accordance with variations in productivity. Workers about to be dismissed must have a sufficient period of notice; this period should be longer where dismissal is due to increased productivity."

To enhance the welfare of mankind was the chief objective of increased productivity, the Congress stated. As long as the "minimum living standard" has not been reached it should be a priority target in every undertaking.

Measures to increase productivity, the Congress said, should be abandoned if they will eventually cause unemployment. The only exception to this would be the case of *force majeure*.

The Congress said the economic doctrine which regarded a proportion of unemployment as normal should be condemned as anti-social. Those who apply such a policy, it said, should pay the unemployed at the same rate as other workers.

Publish New Edition of "Trade Union Library"

A revised edition of *A Trade Union Library* has recently been published by the Industrial Relations Section of the Department of Economics and Sociology of Princeton University. The purpose of the book is to provide a catalogue of the most important sources of knowledge in regard to union organizational structure, collective bargaining, and governmental interposition in labour problems.

To quote from the Foreword of the book: "While designed originally for officers and staff of American trade unions, the previous editions of the bibliography have been widely used by librarians, teachers, and students. The current edition is designed for all of these groups and for others who are interested in exploring the rich written resources in this field of growing interest."

Health Insurance Covers 96% in Montreal Offices

Information obtained from 610 firms in the Montreal area shows that 96 per cent of their office employees are covered by hospital insurance, according to a survey covering 46,527 such employees conducted by the Montreal Board of Trade last year.

The survey also showed that 88 per cent of 101,439 hourly-paid employees of 341 firms in the area were covered by this type of insurance.

In the clerical group, 6 per cent of the employees have the full cost of their hospital insurance paid by their employer, 33 per cent pay their own insurance, while 57 per cent belong to a contributory plan.

Although most of the firms joining in the survey stated that they had no definite plan for paid sick leave, they all intimated that office employees are paid for time lost through illness, the length of such leave being at the discretion of management but depending on length of service and the employee's record.

In the hourly-rated group, 15 per cent have the entire cost of the plan paid by the employer, 15 per cent pay for their own insurance, and the other 58 per cent pay into a contributory plan. This is in contrast to seven or eight years ago, when 47 per cent of 70,280 employees surveyed paid their own insurance and 24 per cent belonged to a contributory plan.

The survey also shows that there has been a steady growth in the introduction of pension plans, which last year covered 91 per cent of the clerical employees and 80 per cent of the hourly-paid employees, the latter having increased 11 per cent in the last 11 years.

Percentages of clerical employees with the following benefits are: accident and sickness insurance, 54; group life insurance, 96; surgical operation insurance, 92; other forms of company insurance, 55.

Corresponding percentages of hourly-rated workers are: accident and sickness, 79; group life, 83; surgical operation, 72; other forms of insurance, 44.

By way of comparison, the findings of a study recently published by the New York State Department of Labor show that about 40 out of every 100 workers in the state are covered by hospital insurance fully paid by the employer, 20 per cent pay part of the premium, while the remaining 40 per cent have no hospital insurance.

For group surgical insurance, the proportions are similar. Group medical insurance for which the employer pays wholly or in part ranges from reimbursement only if the

patient is in hospital (which applies to nearly half the employees covered) up to unlimited medical service.

Little Change in 1954 in Co-operative Membership

The co-operative movement in Canada has experienced a continuous and rapid growth since 1933, although since 1950 the pace has not been so rapid, it is pointed out in the 23rd annual edition of *Co-operation in Canada*, a summary prepared by the Economics Division of the Department of Agriculture.

Total business reported for 1954 by 2,590 co-operatives with a membership of 1,266,022 amounted to \$1,015.1 million. The co-operatives had assets of \$462.9 million and members' equity was \$199.5 million, or 43 per cent of the total assets.

Although the number of associations reporting declined in 1954, consolidation of smaller associations probably accounted for most of the decline, the summary said. This is indicated by the very small change in the total membership.

Argentina Raises Wages, Bans Price Increases

Price control has been tied to wages by one of the recent decrees of the Argentine Government. Employers are now compelled to absorb the cost of wage boosts, rather than add them to commodity prices.

The second decree compels employers to give workers a 10-per-cent salary increase, retroactive to February 1, 1956, over and above any other raises which may be secured later through negotiation or higher productivity.

The Minister of Commerce, Dr. Llamazares, explained that the decree on price control was designed to prevent unjustified and artificial price increases. Maximum fines of one million pesos will be imposed on illicit gains.

The Government hopes the salary boost, coupled with the price control edict, will result in the higher productivity that the country needs to re-establish its sagging economy.

Observers have expressed the opinion, however, that the increase, although helping to balance partly the rising cost of living, is not high enough to incite workers to greater exertions.

Russia last month reduced the length of the work-week—from 48 to 46 hours. The Government has ordered that henceforth employees will work only six hours on Saturdays and on a day before a national holiday.

AFL-CIO Chiefs Call for "Substantial" Pay Boosts

A call for "substantial" wage and welfare increases was sounded at the mid-winter meeting of the executive council of the American Federation of Labor and Congress of Industrial Organizations. Expanded purchasing power is necessary to ward off a rise in unemployment and to give workers an "adequate share of the benefits of industrial progress," the council said.

The call for higher wages was part of an economic report, approved by the council, that predicted a slight increase this year in industrial output. The rise might not be sufficient, however, to provide job opportunities for those entering the labour force or for those displaced by automation, the report stated.

Other recommendations for keeping the economy strong made by the council were:—

That taxes be cut for the low and middle income brackets and raised for wealthy individuals and corporations.

That the federal minimum wage be increased to \$1.25 an hour and extended to additional workers.

That federal aid to education, housing, urban redevelopment, roadbuilding and hospitals be expanded.

That a federal farm program be devised to bolster the income of small farmers and encourage the consumption of farm products.

The most explosive internal issue yet faced by the newly-merged organization was peacefully settled at the meeting when the two principal union leaders in Detroit—Walter R. Reuther of the United Automobile Workers and James R. Hoffa of the International Brotherhood of Teamsters—agreed on a method of settling a bitter jurisdictional strike at the Packard Motor Co. plant. The plan of settlement included a pledge by both the rival groups to avoid future conflict.

Creation of a special committee to iron out disputes between overlapping unions over the affiliation to be assigned to new members was authorized.

The question of whether the AFL-CIO should give direct support to a candidate in the United States Presidential election was discussed at the meeting, but without any decision being reached.

Other matters debated by the Council included the organization of workers on large corporate farms, welfare fund abuses, and the reunion of West and East Germany.

Mr. Meany said that the meeting had been much more harmonious than he had expected, and he remarked that no friction had developed between leaders who had been fighting each other for 20 years before the merger took place.

One of the most beneficial results of the meeting was considered to be the progress towards better personal relations between former rivals.

New Book Is History Of Carpenters' Union

If the present United Brotherhood of Carpenters and Joiners of America contained only men who performed tasks done by carpenters before 1900, it is doubtful if it could muster 100,000 members. In 1947, it boasted a membership of 722,000.

This information is contained in a new book, *Empire in Wood*, written by Robert A. Christie and published by the New York State School of Industrial and Labour Relations, a unit of the State University of New York at Cornell University.

Changes that have occurred in the trade, since the union was formed, are covered in the book, which states at one point: "Since 1912 it has altered its jurisdiction so many times to absorb new crafts, industries and sub-industries that a list of its jurisdictional claims occupies two pages of the present constitution..."

Some of the chapter headings: The Union, The Industry, and the Carpenter: Present Day; All That's Made of Wood; The Struggle for Power; The Worth of the National Union to the Carpenter.

Supreme Court in U.S. Rules on "Featherbedding"

United States unions which employ threats or force to compel employers to retain workers whose jobs have become redundant face the possibility of prosecution as a result of a recent Supreme Court interpretation of the Anti-Racketeering Act.

A lower court had ruled that such "featherbedding" demands were not a criminal offence under the Act since conduct of the kind was not made an unfair labour practice by the Taft-Hartley Act. But the Supreme Court took the view that an amendment to the Anti-Racketeering Act made in 1946 was "meant to stop just such conduct".

In the case before the Court the demands which were held to be illegal would have forced an employer to hire superfluous workers in connection with the use of earth-moving machinery.

"Must Show Shoppers Canadian Goods Best"

"If we want to assure ourselves that the Canadian market will buy 'Made-in-Canada' articles we have got to prove to Canadian women that these articles are the best they can get for the price they pay," said T. A. Rice, President of the Canadian Manufacturers' Association, in an address at Owen Sound last month.

Mr. Rice, who was urging Canadians to give favourable consideration to Canadian-made articles when doing their shopping, said that it must be pointed out to Canadian women, who spend 85 cents out of the Canadian consumer's dollar, that there are other things besides price and quality to be considered.

Labour Briefs to Provincial Governments

Ontario Federation of Labour (CCL)

The Ontario Labour Relations Act and the administration of some of its provisions came in for extensive criticism in a statement of legislative proposals submitted March 15 to the Ontario Government by the Ontario Federation of Labour (CCL). Changes in the Workmen's Compensation Act and other provincial laws were also suggested in the brief.

Labour Relations Act

"The Labour Relations Act provides no procedure for the orderly transfer of bargaining rights from one union to another where a merger or amalgamation has taken place," the Federation pointed out, requesting that the defect be remedied immediately.

As the Act stands now, the brief went on to say, "a union's bargaining position can be destroyed by a change in the corporate entity of a company. A company such as A.B.C. Co. can wipe out the seniority and other rights of employees by re-incorporating as A.B.C. Co., Ltd., while retaining identical management and other features of the business. We believe this is a matter that can only be remedied by proper legislation."

The provision of the Act that allows a municipality to remove itself from the authority of the Act was objected to by the Federation.

Long delays caused by going through the conciliation procedure were complained of.

The Federation reiterated its demand for check-off legislation, and its opposition to "the voting procedures now loaded in favour of management". It drew the Government's attention to "the ease with which a union can be decertified, or a group of apple-polishers can intervene to oppose a union, compared with the difficulty a union has in proving its union membership," and it suggested "that the

conditions for intervention or decertification be made similar to those of certification".

"The tendency of some companies to disregard the findings of an arbitrator appointed under the terms of an agreement as required by the Act...while employees are still denied the right to economic action as an alternative," was another complaint of the Federation. "If a remedy cannot be found to stop this practice then unions should be given back the right to strike on grievance during the term of an agreement," it said.

"We have been disturbed by the apparent policy of the Minister of Labour, under no condition to issue orders implementing the recommendations of commissioners under the Act," the Federation said, instancing several recent cases in which the reinstatement of employees dismissed in violation of the Act had been ordered but in which "the Minister has neglected or refused to issue the required orders".

With reference to a recent judgment of the Supreme Court which "apparently held that support or interference by the company in favour of employees seeking decertification need not disqualify the employees' application," the Federation said: "That section of the Act which gives to an employee the right to a union of his own choice must be made meaningful; if an amendment is necessary to convince the courts, then the amendment should be made immediately."

Workmen's Compensation Act

The Federation called for a halt to the "ridiculous" merit rating system which is currently being tested by the Workmen's Compensation Board.

The request was repeated that the present maximum compensation of 75 per cent of earnings up to \$4,000 annually be increased to 100 per cent of actual earnings.

The Federation asked the Government to remove the "injustice" as a result of which widows and dependents of workmen who died because of industrial accidents or diseases before April 7, 1953, were paid less than those who have become eligible since that date. Some recommendations were also made regarding accident prevention associations and the rehabilitation of disabled civilians.

Other Recommendations

The brief asked the Government to:—

Take steps to secure strict enforcement of the province's Fair Practices legislation.

Amend its legislation to provide a maximum work week of 40 hours, with pay at the rate of at least time and a half for overtime work, and a minimum annual paid vacation of two weeks for all employees.

Raise the statutory minimum wage to at least \$1 an hour for men and women in all occupations and industries, and to amend its equal pay for equal work legislation to specify "equal pay for similar or comparable work".

Take the initiative in launching local redevelopment programs in the municipalities, with special attention to "projects that will include low-rental, attractive accommodation for senior citizens".

Give careful attention to a number of matters regarding the educational system of the province. The Government was also pressed to make "every effort to obtain federal assistance in meeting both present and future educational requirements".

Automation

A six-point program to deal with "present and future problems that may be posed by technological changes in industry" was proposed by the Federation. The program included: the setting-up of a standing committee with representatives of labour, management and the public to study questions arising out of automation, and to protect the interests of citizens; assistance to students to enable them to delay their entry into the labour market and to train themselves better; training of workers who are displaced; gradual

reduction of the work week by law, without loss of take-home pay; assistance to workers who are obliged to move to other places; and provision of social security measures that will encourage earlier retirement.

Gas Pipeline

The brief expressed opposition to the "present plan whereby the federal Government and Ontario will jointly construct the unprofitable Northern Ontario link in a privately-owned pipeline" and urged the Government to set up a Crown corporation to distribute natural gas within the province.

Welfare Programs

Consideration of the cost of a health insurance plan, the Federation said, "must take second place to that of the tremendous job to be done in meeting the health needs of the people of Ontario". It expressed uneasiness about reports that the Ontario proposals were limited to basic hospital and diagnostic services, and said that it would be critical of the imposition of a "deductible" or "deterrent" charge. It urged that the administration of any health plan be given to "a government agency, separate and distinct from any voluntary hospital or medical insurance plans".

The brief expressed disappointment that the Government, in spite of the Federation's past representations, had not provided interim relief, pending a settlement with the federal Government, for the "thousands of unemployed who are not eligible for unemployment insurance, or have exhausted their benefits".

The Federation again urged the Government to grant an "adequate" supplementary allotment to the old age pensioners of the province, suggesting an amount of \$20.

The work done by voluntary groups to help retarded children was commended by the OFL, but it said that "the major responsibility lies with the Government to provide adequate physical facilities and trained personnel for the care, training and rehabilitation of these handicapped children".

Newfoundland Federation of Labour (TLC)

A number of changes in provincial labour legislation and the enactment of certain new labour laws were asked for by the Newfoundland Federation of Labour (TLC) in a brief presented to the Labour Legislation Review Committee recently set up in the province.

The committee has the duty of reviewing and considering changes in existing legislation, as well as of examining proposals for new legislation put forward by interested parties.

Labour Relations Act

Changes in the Labour Relations Act recommended by the Federation included: provision for a compulsory, irrevocable check-off of union dues if requested by a qualified bargaining agent; an amendment to prohibit employers from increasing rates of wages after notice to negotiate has been filed, or at any time before the conclusion of negotiations for a collective agreement; that an application for decertification should be entertained only after a vote of the employees has been taken, and after the lapse of at least two years from the granting of certification; and that an employer be required to show proof of necessity before discontinuing, suspending, or transferring, in whole or in part, his business or establishment. A number of other amendments to the Act were requested.

Vacations with Pay Act

The Federation pointed out that vacations with pay legislation was already in

force in seven of the ten provinces, and asked the Committee to study the legislation in other provinces with a view to recommending a suitable Act for Newfoundland.

Workmen's Compensation Act

The Federation suggested that the Committee should study the recommendations made to the Government by the Federation repeatedly in the past for an increase in the amount of compensation payable to injured workmen and their dependents.

New Legislation

The Federation asked the Committee to give earnest consideration to recommending the enactment of the following new laws: an Industrial Standards Act, an Equal Pay for Equal Work Act, fair labour clauses in government contracts, a Fair Employment Practices Act, and a Fire Department Act.

Proceedings of Parliament of Labour Interest

Fisheries Training Program

February 28

To a question put to the Minister of Fisheries by S. R. Balcom (Halifax) as to what financial assistance, if any, is given by the federal Government to provincial Departments of Fisheries towards a training program for fishermen in the repair and preventive maintenance of gasoline and diesel engines, the answer was "none".

Five-Day Week for Public Service

March 2

The Minister of Finance, in reply to a question by Stanley Knowles (Winnipeg North Centre) concerning extension of the five-day week to all categories of government employees, said the Civil Service Federation in its brief to the Government last fall advocated a course of gradual adoption of the five-day week and that the Government is considering it, along with all the other representations made.

National Housing Act

March 5

The Minister of Public Works moved that the House go into committee at the next sitting to consider the following resolutions:

That it is expedient to introduce a measure for the further improvement of housing and living conditions and for that purpose:

(a) to provide for payments of contributions to municipalities in order to assist in the clearance, replanning, rehabilitation and modernization of blighted areas, up to twenty-five million dollars and such other amounts as may be subsequently authorized;

(b) to increase the amount of a home improvement loan that may be guaranteed under Part IV of the National Housing Act, 1954; and to increase the aggregate amount of home improvement loans that may be guaranteed, from one hundred and twenty-five million dollars to two hundred million dollars;

(c) to increase the aggregate amount of all loans in respect of which insurance policies may be issued under Part I of the Act from two billion dollars to four billion dollars;

(d) to provide five million dollars out of which to pay expenses of Central Mortgage and Housing Corporation incurred in carrying out its responsibilities under Part V of the Act relating to housing research and community planning;

(e) to provide fifty million dollars for federal-provincial land assembly and housing projects; and

(f) to provide for a number of administrative and other changes deemed necessary for the more efficient administration of the Act.

March 9

The Minister of Public Works announced the Government's decision to increase the maximum interest rate on insured loans under Part I of the National Housing Act from 5½ per cent to 5½ per cent. "It is the expressed policy of the Government," said the Minister, "to adjust the mortgage interest rate from time to time within the provisions of the statutory formula so that the lowest rate will be established which will attract on the market adequate mortgage funds."

Decentralization of Industry

March 5

W. G. Dinsdale (Brandon-Souris) presented a motion urging the Government to make all possible efforts to promote the decentralization of industry, particularly for defence purposes.

Capital Punishment and Lotteries

March 7

A motion, introduced by the Minister of Justice, was agreed to, authorizing the appointment of a joint committee of both Houses of Parliament to inquire into and report on the question of whether the criminal law relating to capital and corporal punishment and lotteries should be amended and, if so, in what manner and to what extent.

Small Loans Act

March 8

The Government bill setting a sliding scale of interest rates on small loans was given second reading and referred to the standing committee on banking and commerce.

Unemployment Insurance

March 8

The Minister of Labour was asked to make a statement in reply to representations made to him and an allegation by the director of the forestry service of the U.C.C. farmers' union, Samuel Audette, that lumberjacks who turned down job offers by the Unemployment Insurance Commission had their benefit payments discontinued. The jobs, it was said, were turned down because the men did not have the money to travel to localities where work was available or because the wages were below the average wood-cutting pay.

Mr. Gregg replied that he had requested the Unemployment Insurance Commission to investigate the matter "to see whether any unwarranted interpretation was being made of the Act against the workers".

March 15

Adding to his statement of March 8, the Minister of Labour said he had received a report from the Unemployment Insurance Commission which he would like to summarize.

Under the Act, the Commission has an obligation to refer workers to suitable employment when such is available, he said, and, when no suitable employment is available, to pay benefits to those workers who are eligible. It also has an obligation to find suitable workers for employers.

The Commission's offices in Quebec and New Brunswick received orders for a substantial number of bushworkers and had a considerable number of unplaced applicants who were eligible on their files and accordingly the jobs were offered to these applicants. Where employment considered as appearing suitable was refused by an applicant who was a claimant, benefit was suspended pending decision by an insurance officer.

Adjudication by insurance officers is being made and suitability of the employment determined on the following bases:

1. The rate of wages offered must be that prevailing in the area in which the employment is to be performed and not less than that offered by good employers in that area.
2. When a job away from home is offered to a bushworker who is a claimant, the minimum duration of the employment must be such as would enable him to earn at least ten times the amount of transportation expenses involved.

The pattern of employment followed by these persons is such that they habitually work away from home in the lumbering and logging industry, Mr. Gregg explained. This is taken into consideration by the insurance officer, as also is the length of time he has been unemployed, special domestic circumstances and the opportunities for employment in his home area.

Although the rates of pay offered would appear to conform to the above requirements, the Minister concluded, "nevertheless all of the suspensions of benefit already imposed will be reviewed in the light of these principles and, if the employment is found to be unsuitable, benefit will be restored in full".

March 12

Asked by O. C. Trainor (Winnipeg South) what the Government's intention was concerning coverage of construction workers under the Unemployment Insurance Act, the Minister of Labour replied

that the Commission has the matter under careful consideration and will make recommendations later on this winter.

March 27

Both United States contractors and Canadian contractors engaged in the construction or maintenance of the DEW line and similar projects must comply with the provisions of the Unemployment Insurance Act of Canada, the Minister of Labour stated in answer to questions put to him.

Canadian National Railways

March 14

In tabling the annual report of the Canadian National Railways for 1955 and the budget for 1956, the Minister of Transport announced that in its operations last year the CNR realized a surplus of \$10,717,689.

Health Insurance

March 15

Asked by F. G. J. Hahn (New Westminster) if it is the Government's intention that no national health program will be put into effect until such time as six provinces, representing over one-half of the population, have approved the agreement, or if it would consider modification of this plan to set it in operation upon the approval of any one province, the Prime Minister replied:

The policy that was expressed to the conference with provincial ministers was that if and when a majority of the provinces, representing a majority of the population of Canada, wished to put into effect some scheme of hospital and diagnostic services insurance, the federal Government would be prepared to extend technical and financial assistance in implementing the policy.

Immigration

March 19

The Minister of Citizenship and Immigration announced that, beginning April 1, 1956, assistance in family settlement will be paid to each immigrant or settler at the rate of \$60 a year for each dependent child under 16 years of age residing in Canada during the first year while family allowance is not payable. This assistance will be available only to immigrants taking permanent residence in Canada and to Canadian citizens returning to settle permanently.

Economic Rehabilitation

March 19

In a motion, Clarence Gillis (Cape Breton, South) requested the Government

to consider the advisability of providing for the economic rehabilitation of people living in communities and areas where extreme hardships are resulting from the closing down of the principal industries, such aid to take the form of either direct government assistance in the establishment of additional or alternative industries in those areas or assisting the people to resettle in other communities where alternative employment can be provided.

The Budget

March 20

The budget papers presented by the Minister of Finance contained a section on employment and earnings. It included a chart and table on the civilian labour force.

Income Tax

March 26

Stanley Knowles (Winnipeg, North Centre) asked if the Minister of Finance could give the House any further details with respect to press reports that his Department is considering the matter of medical expenses in relation to income tax. The Minister replied he had nothing to add to what he said in the budget speech.

Conditions of Employment on DEW Line

March 27

In reply to an inquiry by Mrs. Ellen L. Fairclough (Hamilton West) concerning conditions of employment on the DEW line, with particular reference to employment of Indians and Eskimos, the Minister of Labour gave the following information:

Arrangements between the Government of Canada and the Government of the United States, he said, provide that construction contractors will be required to give preference to Canadian labour and that the rates of pay and working conditions will be set after consultation with the Canadian Department of Labour in accordance with the Canadian Fair Wages and Hours of Labour Act. This, said the Minister, applies to all Canadians employed, including Indians and Eskimos.

Labour Income Statistics

March 28

In 1955, the estimated total amount of wages, salaries and supplementary labour income paid in Canada was \$12,861,000,000, the Minister of Trade and Commerce said, in reply to a question put by Irvin Studer (Swift Current-Maple Creek).

TLC-CCL Brief to Royal Commission on Canada's Economic Prospects

Joint submission says aims of country's economic development should be: highest possible standard of living for all, with maximum national income and fair shares; the preservation of a free, independent nation

"The highest possible standard of living for all ordinary Canadians, maximum national income and fair shares" should be the first aim of our economic development, the Trades and Labour Congress and the Canadian Congress of Labour declared in a joint submission to the Royal Commission on Canada's Economic Prospects at Ottawa on February 27.

In a 55,000-word document, the two Congresses, shortly to merge in the Canadian Labour Congress, placed as the second objective "the preservation of a free, independent Canadian nation, even at some economic cost," and third, "the preservation of the historic communities which make up the Canadian nation".

In seeking these objectives, "we are not isolationists," they said. "We recognize Canada's responsibilities as a member of the Commonwealth, NATO, the United Nations and other international organizations. We are not anti-American; we recognize and accept the uniquely intimate relationship of the Canadian and American economies." As proof of this, they referred to the fact that most of their members belong to international unions.

"But we also believe," they added, "that, within the limits set by the nature of the world we live in, Canada—its Government, its industry and its unions—should control its own destiny." The best proof of this, they pointed out, is that the new Congress is to be absolutely autonomous, affiliated with no organization outside the country except the International Confederation of Free Trade Unions, with which nearly all central labour organizations in the free world are affiliated.

The Congresses also urged efforts to assure equal progress throughout all regions of the country. The idea that one section should progress while another falls back is completely contrary to the principles of Confederation, they declared.

The two organizations were sharply critical concerning the proposed trans-Canada pipeline and charged the federal Government with having adopted a "give-away" policy to American industry, providing plants to the south of the border

with Canadian gas at rates far below those which would be charged Canadian industry.

Control of Canadian industry by American interests might take on new significance in the face of automation, they suggested.

Turning then to export markets, the Congresses expressed uneasiness concerning the proportion of Canada's trade with the United States. "It is the biggest and fastest growing market in the world," they commented, "but perhaps may turn out to be also the most unstable."

Consideration of health insurance as a factor in productivity and living standards was urged upon the commission. The Congresses proposed a national scheme, financed entirely by the federal Government, with administration by the provinces, or, as second-best, a federal-provincial plan with comprehensive coverage and the federal Government bearing most of the cost. The Government's present proposals fail to meet the immediate need, they asserted.

The submission also dealt with such matters as immigration, housing, transportation and collective bargaining.

Automation

There is urgent need for a comprehensive study of the possible effects of automation on Canadian industry, the memorandum stressed. Whether or not automation will cause mass unemployment will depend to some extent on the policies followed on such matters as full employment, it said, urging adoption of a full employment policy and government action to see that industries do not, under its impetus, take action detrimental to Canadian communities.

The influence of American industry is an important factor, said the brief.

Some of the problems are: whether American automated industries with branch plants in Canada will think it worthwhile to automate in Canada, or whether they

will close down here and supply the demand from their American plants; whether American automated industries will let us use their patents; whether we shall have to depend largely on the United States for our supply of automated equipment; whether higher pay in the United States will lure away all our brighter young scientists, engineers and technicians, and leave us simply unable to automate to any considerable degree because we lack the people with the know-how.

Already, the Congresses stated, there is a trend towards increased production without corresponding increase in employment; production in 1955 exceeded the 1953 peak but unemployment was also higher.

Beyond doubt, automation will destroy some jobs. Beyond doubt it will create others.

The jobs it creates will not be the same as those it destroys. They will be of a different kind and may be in different places. This means that the people displaced will have to be retrained or, if that is impossible, pensioned off or otherwise provided for.... The new jobs created may not be as numerous as the old jobs destroyed. There may not be enough jobs to go around.... No one really knows. That is one of the reasons why we so urgently need a thorough and careful study of the whole thing.

Full employment—as many jobs as there are workers—was regarded as a prerequisite to solving any unemployment problems automation might create. The labour groups said they recognized that in any free society there would be some people out of work but the presence of a general situation of full employment made solution of an unemployment problem a matter of detail.

Recognition of the responsibility of the trade union movement was expressed. On this the Congresses said:

People outside the movement are often disposed to be indignant when it asks for continually higher wages. Actually they should be grateful. If the trade unions did not continually press for higher wages—with due regard, of course, to ability to pay—they would be derelict in their duty not only to their members but to the nation. The highest wages industry can afford are absolutely essential to the maintenance of consumer purchasing power, on which, ultimately, the whole economy depends.

Suggesting that the introduction of automation might result in relocation of many industries, the memorandum said labour holds the view that it would be better to take industry to the workers, rather than workers to the industry. This latter action might result in creating ghost towns and causing heavy loss of capital invested in schools, hospitals, highways and other amenities.

THE GORDON COMMISSION

The Royal Commission on Canada's Economic Prospects was appointed by the federal Government to determine, as nearly as possible, what the immediate and distant future holds for Canada in the way of economic expansion.

Members of the commission are Walter Lockhart Gordon, Toronto, Chairman, partner of the chartered accountant firm of Clarkson, Gordon and Co.; Omer Lussier, Quebec, consulting forestry engineer; Dr. Andrew Stewart, Edmonton, President of the University of Alberta; Albert E. Grauer, Vancouver, President of the British Columbia Electric Company; Dr. Raymond Gushue, President and Vice-Chancellor, Memorial University, St. John's, Nfld.; and D. V. LePan, Secretary and Director of Research for the Commission, on loan from the Department of External Affairs.

Trans-Canada Pipeline

Charging that in its pipeline policy the federal Government had forsaken a traditional policy of retaining Canadian power resources for Canada, the memorandum said:

The present trans-Canada pipeline proposal is a gigantic give-away of a priceless and irreplaceable natural resource. It is a deadly threat to the future economic development of Canada, and a double threat, since it involves not only starving Canadian industry of power it needs but feeding American industry with what is withheld from our own. The delay in securing the approval of the Federal Power Commission presents the government with an unlooked for and undeserved opportunity of extricating the country at the eleventh hour from an impractical and improvident scheme, and doing now what it ought to have done in the first place: build the line as a public enterprise. Nothing less will discharge its duty to the Canadian people and satisfy the mind and conscience of the country.

Basically, said the memorandum, the Congresses favour, as far as possible, processing Canadian raw materials in Canada but even more vital is the necessity of keeping power resources for our own industries. This is now a definite policy as far as hydro-electric power is concerned but, it said, the Government seems to believe that this policy has no application to natural gas.

"What is needed is a national policy on the export of natural gas like the policy on the export of Canadian hydro power", the brief said. "Of such a policy there appears not only no sign; there seems to be no awareness of a need for it.

"... We think the line ought to be built in Canada. We think it ought to be controlled by Canadians. We think it ought

to be publicly owned. We think the gas should be made available first to Canadians and Canadian industry, and that we should export only what we do not need ourselves."

Unions' Role

On the role of labour unions in the economy, the Congresses said:

We believe the trade union movement, here and in other countries of the Commonwealth and western world, has been one of the main forces in making and keeping the economy dynamic. Unions have raised wages, shortened hours, improved working conditions, and by so doing have often forced employers to look for and adopt technological advances...

Unions have been largely responsible for social security. By raising living standards, unions have expanded the economy; by stabilizing income through social security, and through pressure for other methods of ensuring full employment, they have helped to stabilize the economy; not freezing it, but making sure that expansion should take place at a reasonably steady rate, not in a series of devastating booms and depressions.

By pressing for more and more education for the people, unions have helped promote technological progress. By introducing constitutional government into industry they have broken the despotism of the employer in the plant and given workers an orderly and peaceful means of controlling and improving their working conditions and raising their living standards.

Immigration

Canada needs a planned but flexible immigration policy, declared the Congresses. The possibility of rapidly changing conditions make it impossible to lay down a hard-and-fast long-term policy. Industry's absorptive capacity must be taken into consideration and such other factors as housing, living standards, the effect of new inventions and economic conditions outside Canada.

The Congresses renewed their proposal for an immigration advisory committee, representative of employers, workers, farmers, welfare agencies and other bodies, to advise the government on proposed changes in immigration policy.

Trade

Expressing concern over Canada's "heavy reliance" on imports from other countries, the brief said: "We have to import but do we have to import so much? We have to import certain foodstuffs and raw materials. But do we have to import \$3,096,000,000 worth of fully or chiefly manufactured goods as we did in 1954?"

The Congresses were particularly uneasy about the proportion of Canadian trade with the United States and the imbalance between exports and imports.

This section of the brief discussed also the position of under-developed countries and strongly urged international action to raise living standards in these areas.

Meanwhile, some of our industries, notably textiles, rubber footwear and sections of the ladies' garment industry, face serious, sometimes disastrous competition from the grossly underpaid labour of certain Oriental countries. The probability is that this is not a temporary situation; that, on the other hand, it is likely to continue to spread.

If the decision is to let some industries "go to the wall," said the brief, then provision will have to be made for the workers in these industries, through retraining and possibly moving them to other areas. But, it added, letting these industries die may not be in the national interest; there are other considerations. It is not only a matter of getting the product as cheaply as possible but a question of being sure of getting it at all.

Labour organizations, said the brief, were not suggesting that Canadian industries should be insulated against external competition but they were concerned about extraordinary competition. So long as Canada subscribes to the General Agreement on Tariffs and Trade, it should live up to its provisions in the spirit as well as in the letter, it said.

Transportation

"Failure of the government to face squarely Canada's transportation problems may seriously retard Canada's economic development," the Congresses declared. They called for a national transportation policy which would make the most economic use of all transportation facilities—rail, road, water and air.

The problem presents itself in the most acute form in the position of the railways, said the brief, and presents itself afresh every time the railway workers enter into negotiations with railway managements.

One of the problems Canadian railways are facing is that of road transport competition. They were not, said Congresses, proposing that the railways be placed in a privileged position, free of competition, but they were suggesting that the competition should be on a fair basis.

Instead of using a 1954 Privy Council decision to co-ordinate rail and road transport, they said, the federal Government has turned authority over to provincial boards. "Instead of one national body, carrying out a national transportation policy, we have a national body with a national policy for the railways, and a string of provincial bodies with a string of provincial policies for the highways."

Highways, Education, Housing

Heavy investment of "social capital" will be required to meet Canada's expanding economy, the Congresses stated. New highways, schools, hospitals, municipal facilities and housing will be needed.

Forecasts of increased numbers of cars and trucks emphasized the need for better highway systems, they said, and suggested that consideration be given to a separate system of highways to carry heavy truck traffic.

"There seems to us to be a real need for federal financial aid for education," the brief said. "We think this could be given without any interference with the provinces' jurisdiction. Certainly it seems to hold the only real hope for levelling up educational facilities and opportunities."

Estimating Canada's housing backlog at between 300,000 and 400,000 units, at the 1955 rate of reduction it would take nine years to eliminate, the brief said. Claiming that at least one-third, if not one-half, of all wage-earners' families are not in a position to buy the cheapest houses available under the National Housing Act without cutting down on other necessities, it said, "if Parliament wants to bring home-ownership within reach of lower-paid workers it will have to provide a much lower rate of interest. This would mean, in effect, a subsidy to home-ownership."

It was suggested that existing legislation could be extended to enable lower-income families to eventually purchase accommodation without a down payment.

More subsidized low-rental housing was also urged.

Conciliation

The conciliation procedure now followed in labour-management relations should be reviewed in an effort to improve collective bargaining, the memorandum stated. "Good union-management relations are important to Canada's economic development, notably because of their close relationship with productivity and living standards," it said.

Strong opposition to compulsory arbitration was voiced:

The right to strike is a basic civil liberty, since to deny that right is to remove the freedom of a worker to withhold his labour and to act in concert with his fellow workers to persuade an employer to come to terms. This is, we believe, as basic a right as the right of association or of free speech. Our society would be very much less free than it is now were the right to strike to be denied.

Compulsory arbitration "is an invasion of freedom," the labour organizations said. "By compelling workers to work against

their will, it subjects them to involuntary servitude. This is odious and repugnant in a free society."

There was general acceptance of the right of the state to intervene in disputes and the desirability of conciliation services. But, said the memorandum:

There is a feeling that the easy availability of the service, especially the conciliation board, tends to weaken the collective bargaining process and convert it from a vigorous exercise in informed give-and-take to a mere formality with both parties waiting for the board to make the disagreeable and sometimes politically inconvenient compromises for them.

There is a feeling that perhaps a single step conciliation procedure would be ample, eliminating the officer or the board; the tendency is probably towards a highly-trained and well-paid conciliation officer. Other questions which occur to those close to the conciliation process are whether it should be mandatory at all, whether a board of conciliation should make recommendations on terms of settlement once it has failed to bring the parties to an agreement, whether a three-man board should be replaced by a single appointee, whether a board's terms of reference should be restricted, and so on. Inherent in these and similar questions is the feeling that conciliation takes too long and is too cumbersome.

Prompt settlement of disputes in nationwide industries was hampered by the necessity of applying for conciliation services in each province, under varying provincial laws, it was observed. This leads to delay and confusion. Such industries, said the brief, should be brought under federal jurisdiction by declaring them "works for the general advantage of Canada".

American Influence

Concern over the "increased American control of Canadian industries" was expressed. At the same time, the Congresses said membership of Canadian workers in international unions is in no way a threat; the Canadian membership enjoys autonomy.

Since World War II, said the brief, investment from outside Canada has been increasing and now controls about one-third of Canadian business. Heaviest increase has been in United States investment.

One of the dangers is that policies laid down by United States firms for branch plants in Canada do not always operate to the benefit of the Canadian worker or Canadian public. This applies to export programs, control of patents, wages and working conditions.

Another serious aspect of the situation, said the brief, is the failure of companies to publish financial statements showing the exact position of their Canadian subsidiaries. "Canadians should know whether these concerns are making reasonable or unreasonable profits, and how much of what they do make they are re-investing here, how much they are sending across the line to their parent companies," the brief said.

Amending the federal and provincial Companies Acts to remedy this condition was proposed.

Turning then to the labour organization side, more than 70 per cent of Canadian trade unionists belong to international organizations, the memorandum stated. There is, it said, no evidence that Canadian unions have been forced by international labour organizations with which they are affiliated to adopt policies contrary to Canadian interests. The desire of Canadian workers to narrow the gap between their wage levels and those paid for similar work in the United States, often by the same companies, is a natural one and would exist regardless of union affiliations.

There is no evidence, they said, to support suggestions that international unions could "order" Canadian workers out on strike, and as to the charge that international

unions take large sums out of the country, "actually, probably at least half the dues stay with the local union. Much of what 'goes' to international headquarters doesn't cross the border at all but is deposited in Canadian banks, and very large payments, probably larger than what go out, come in for strike relief, etc."

Health Insurance

Describing the federal Government's proposal for national health insurance as "a first and halting step," the Congresses suggested the Commission might properly concern itself with health insurance because of the effects of health on productivity and the standard of living.

They proposed a plan financed entirely by the federal treasury and urged that if such a scheme is introduced by stages, there should be time limits set for each stage so that the Canadian people would know when they might expect a comprehensive plan.

As the first stage of such a program, the Congresses proposed general practitioner service, hospital care and visiting nursing service. Subsequently, the plan would be extended to provide consultant, specialist and surgical services, nursing and dental care, pharmaceutical and laboratory services.

CMA Brief to Gordon Commission

Canada's economic growth should continue with only minor intervention by government, Association declares. Subjects dealt with include automation, immigration, seasonal unemployment, and collective bargaining

Canada's economic growth thus far has taken place with only minor intervention by government; it is a spontaneous and not a planned development, the fruit of individual incentive and enterprise. This point was emphasized in the brief presented February 27 by the Canadian Manufacturers' Association to the Gordon Commission. This is the atmosphere, the brief contended, in which expansion should continue.

The increasing importance of manufacturing in the economic life of the country was pointed out. As early as 1929, manufacturing had accounted for 50.6 per cent of the country's net value of production, compared with 27.1 per cent for all primary industries combined; while the corresponding figures for 1953 were 55 per cent and 28.1 per cent respectively.

The percentage of the labour force engaged in manufacturing had increased from 15.9 in 1901 to 25.1 in 1955, the brief added.

Immigration

Canada needs a larger population, the Association believes. The sparseness of population makes the per capita services unduly high; an additional ten or even five million people would bring a welcome lightening in the national overhead per capita. The brief accordingly urged that since the natural increase was not sufficient to meet the expansion of which the country was capable, steps should be taken to ensure a sufficient flow of immigrants.

Immigrants required by manufacturing industry would include a high percentage

of skilled workers and, the Association suggested, "a reasonable proportion" should be "of British or Northern and Western European stock".

Automation

The brief expressed the view that although automation may at first cause some displacement of labour, experience shows that in the long run it will have the effect of greatly increasing employment.

"It may well be that the problem of the future will not be a shortage of jobs but a shortage of labour." The situation 25 years ago was recalled, "when mass production was regarded in some quarters with foreboding as certain to cause unemployment. The event proved that...employment opportunities...were substantially increased."

Automation, it was pointed out, would in particular add to the already growing demand for technically-trained persons. This meant that there would be an increasing need for a "well-developed and integrated program of university, technical and apprenticeship training".

Seasonal Unemployment

On the question of seasonal unemployment the Association had this to say, in part: "Everything possible should be done to eliminate what seasonal unemployment there is in manufacturing. Substantial progress has been made in this field, notably in the automobile, meat-packing, and food-processing industries. In addition to urging its own members to do everything possible to provide as much winter work as possible, the Association has taken counsel with the Canadian Construction Association with a view to collaborating with that body in urging that everything possible should be done to carry out new construction work and maintenance work in winter-time."

The brief also mentioned with approval the efforts which government bodies had made to time their purchases and the execution of their building projects so as to provide as much winter employment as possible.

Unemployment Insurance

"The 15 years' experience we have had of the working of the (unemployment insurance) system has demonstrated the soundness of its two leading principles," the brief said, "namely, that it should be contributory and that the benefits should not be so high as to impair the incentive to find work or return to it." The CMA

said that the new scale of benefits, being roughly 50 per cent of earnings, appears to be sound. But if the present scale were increased by supplementary unemployment insurance benefit it would be necessary to consider how much could be allowed without affecting the mobility of labour, the CMA warned.

Productivity and Wages

"As is well known, there is a definite and inescapable relationship between wages, prices and productivity," the brief observed. "This was recognized by the President of the Canadian Congress of Labour when he said, at a recent annual meeting of that organization, that there was no sense in demanding higher wages without a corresponding increase in productivity.

"Greater productivity," the brief added, "is the prerequisite not only to higher wages and profits, and lower prices; it is also the prerequisite to the security of jobs..."

The CMA referred to "the increasing tendency for trade unions to demand that wage rates paid in Canada should be raised to a parity with wage rates paid in the United States, meaning those States which pay the highest wages. This demand ignores the hard economic fact of the relationship between wages and productivity. Higher wages can be paid in the United States than in Canada because the productivity is substantially higher.... Thus the average gross national product per capita for the years 1950 to 1954 was in Canada, \$1,540; and in the United States, \$2,140, a differential of 39 per cent in favour of the United States."

Collective Bargaining

The brief said that "collective bargaining has been accepted as an integral part of our industrial system". But, it continued, "in appraising the effect of union policies and actions on our economic development it is important to bear in mind that unions are not merely the aggregate of their individual members. Unions have become institutions with great power and influence. As with all institutional bodies they have interests and aspirations which do not necessarily parallel the interests and aspirations of their constituents—their members. Unions, by the very nature of their power, have a great capacity for good or ill."

The Association went on to say that "despite some evidence of greater maturity on the part of some unions, certain union policies and actions, if persisted in, will impede Canada's economic development".

It criticized the over-readiness to resort to strikes, the "flagrant" flouting of the law

against mass picketing and the use of force and intimidation in strikes. It also complained that "in too many instances law enforcement agencies have been remiss in not enforcing our labour law, particularly the law with respect to illegal picketing".

Education

The Association said it has, "for over half a century, had a lively interest in technical and vocational training and classical and scientific education at both the secondary and university levels.... The Association is concerned with education now more than ever, particularly in the light of the more advanced and highly technical production methods in manufacturing.... The Association fears that, unless training keeps pace with technological development, the future of Canada as a great industrial nation, which now seems assured, may well be jeopardized."

Continuing, the brief emphasized the need for an elastic system of technical training to keep pace with changing methods. "However, no departure can be made from the basic principles of education which give men balance, understanding, perspective and an ability both to reason and communicate," it said.

Taxation

The Association protested the present top corporation tax rate of 45 per cent plus 2 per cent old age security tax on all profits of a corporation in excess of \$20,000 as "unduly high for the good of the economy

generally". This rate "leaves a corporation with only 53 per cent of its profits, at least half of which is usually required for keeping machinery, plant, and equipment up-to-date, and for further development," the CMA pointed out.

"As regards the individual income tax rate," the brief said, "the Association takes the view that, the rate structure being so highly progressive, the increase in the rates during the last 15 years has worked a real hardship on many taxpayers, particularly those in the middle income tax brackets, whose tax has increased from four- to six-fold. This has tended to discourage initiative. In these brackets come top salesmen, executives, managers, top technicians, engineers, research workers and other employees in offices of companies whose productive efforts should be encouraged instead of being discouraged. A further point is that... care should be taken that taxation should not act as a deterrent to taxpayers performing work in industry, as for example the \$250 limit set to the earnings permitted to married women before their husbands' tax exemption is reduced."

Other Subjects

Other subjects dealt with in the lengthy brief included excise taxes, sales tax, cost of government, profits, transportation, power, the home market, international trade, defence expenditures, non-resident control of Canadian industry, industrial development and research, industrial relations, combines legislation, and tariff policy.

CCCL President Appears before Gordon Commission

The impact of automation was the subject given the most attention by Gérard Picard, General President of the Canadian and Catholic Confederation of Labour, when he appeared before the Gordon Commission.

Mr. Picard stated that the CCCL is not opposed to automation, but he expressed some apprehension that, once it has become an established fact, governments will not take the necessary steps to solve the problems it will create, particularly those pertaining to education, housing and social security.

The CCCL did not submit a written brief.

Stating that at this very moment some workers are already being refused apprenticeship in certain trades due to their lack of education, Mr. Picard expressed the opinion that this problem will increase with the advent of automation.

He also predicted that automation will bring about the 30-hour week, especially in big industry. "Workers will thus have more free time to devote to their intellectual development," he said.

The President of the CCCL also stated that there should be closer co-operation between federal and provincial governments on housing. He suggested that the central administration should pay part of the interest rate on housing loans.

Mr. Picard also urged the adoption of additional social security measures because, with the advent of automation, a large number of workers will be replaced by machinery.

He iterated that the CCCL favours free trade, but that it advocates quantity control rather than tariff control for the protection of certain Canadian industries. He also suggested that a larger part of our raw materials should be processed in this country instead of being exported.

Meeting of Advisory Committee on Professional Manpower

Representatives of professional associations and government agencies and departments meet under Department of Labour auspices to exchange ideas and opinions on subject of professional and scientific manpower

To serve as a forum for the exchange of ideas and opinions on the subject of professional and scientific manpower in Canada, and to act as a consultative body to assist it in its work in this field, the Department of Labour in February convened an Advisory Committee on Professional Manpower.

Representatives on the Committee came from a number of professional associations and from government departments and agencies interested in professional manpower.

Major concern of the Committee was to increase the availability of information on professional manpower and to suggest ways to ensure its efficient use, the adequacy of training and sources of future supplies.

Since the Second World War, the Department has developed sources of information on engineers, scientists and related professional groups. The Committee was asked to comment on the effectiveness of the Department's program in meeting the growing need for authoritative information on professional manpower.

Committee members agreed that more information was needed on Canadian university graduates who go to the United States for post-graduate study and then lose touch with employment opportunities in Canada.

There was general agreement that the shortages of professional personnel that had existed in recent years would in all probability be a feature of the Canadian employment picture for some years to come. The problem was partly caused by the scarcity of technicians who could relieve professional workers of tasks vital to their work but not necessarily best performed by them. It was also pointed out that many engineers in highly technical industries have to be used as administrators and sales personnel because of the technical knowledge required.

In a brief address of welcome to those attending the meeting, Arthur H. Brown, Deputy Minister of Labour, said he believed the Committee offered the opportunity for free exchange of information and

opinions on professional manpower problems. He appealed for continued close co-operation between the professional associations and the Department of Labour in the Department's activities in the professional manpower field.

The increasing importance of scientifically-trained persons in Canada's developing economy and the need to maintain, for economic and defence purposes, an adequate supply of such persons were stressed by Mr. Brown.

Discussions on various topics were opened by members of the Department's Economics and Research Branch: "The Role of the Advisory Committee on Professional Manpower" by Dr. Paul H. Casselman; "Sources of Information on Professional Personnel in Canada" by Dr. W. R. Dymond; "Provision for Current Information on Professional Personnel" by P. B. Wolfe; and "The Outlook for Professional Manpower" by J. P. Francis.

Chairman of the meeting was Walter E. Duffett, Director of the Economics and Research Branch.

Dr. Paul H. Casselman

The Advisory Committee on Professional Manpower can be the means of achieving effective co-ordination of studies that may help in dealing with shortages of professional and technical personnel, Dr. Casselman told the meeting.

He described two of the contributions the Department was now making: publication of the "Technical Personnel Quarterly Bulletin" and the biennial survey of industrial requirements of professional personnel. He told the members that suggestions for improving and broadening the type of analysis being made by the Department would be welcomed at any time.

Dr. Casselman illustrated this point by indicating three areas which he believed required more intensive study. These were: the training of professional and technical personnel, the more effective utilization of professional personnel, and the substitution of qualified technicians for professional men.

Greater assistance from the professional associations and major employers of professional personnel would add considerably to a greater coverage by the Department's technical personnel register, he declared.

Dr. W. R. Dymond

To introduce his remarks, Dr. Dymond gave a brief history of the technical personnel register, noting its formation in 1941 as a means of keeping track of engineering and scientific personnel to assist Canada's war effort. He also noted its use in the early postwar years in assisting in the rehabilitation of technical personnel and the steps that had been taken to bring it up to date at the time of the Korean War.

A new function had now been added, he told the Committee—to serve as a source of material for research into technical and professional manpower resources.

There are no reliable figures, Dr. Dymond said, of the total of professional and technical personnel in the country. We do know, however, from university graduating lists and from records of the intended occupations of immigrants, how many are added to the pool each year; we also know the loss through emigration to the United States.

It was believed, however, that, for the professions covered, the register provided fairly representative coverage, he said.

P. B. Wolfe

The Department's arrangements for a continuing review of its information on technical personnel were explained by Mr. Wolfe. Surveying one-third of the register each year keeps a representative part of it current, so that it can be used as a current statistical sample. This also ensures that none of the information about an individual registrant is more than three years old, so that it serves as a valuable source of information on technically-trained persons in the event of an emergency. A continuing re-survey also makes possible the more efficient assessment of changing trends.

J. P. Francis

A continuing danger of quite serious shortages of the professional workers, particularly of engineers and scientists, was suggested by an analysis by Mr. Francis of the possible future trends in the supply of and demand for professionally-trained persons. Extracts from his address appear on page 393.

Dean J. F. Leddy

The critical problems facing Canadian universities were described to the Committee by Dr. J. F. Leddy, Dean of Arts and Science, University of Saskatchewan, and Secretary-Treasurer of the National Conference of Canadian Universities.

An inevitable crisis is approaching, he said, because of the relative lack of university facilities to handle the large increase in enrolments that will occur in the next 10 to 20 years. This, he asserted, was a problem affecting all groups in the community and must be faced as such.

Another serious problem was the acute shortage of well qualified teaching staff. The problem was urgent now, Dr. Leddy said, but would become critical with the anticipated increased enrolment.

Turning to the increasing demand for graduate engineers and the continuing shortages, he raised questions about the efficiency of their utilization in industry. He pointed out that approximately 50 per cent of the students entering first year engineering in most Canadian universities failed to graduate. This represented a serious waste of university facilities. He then suggested that in many cases the demand for engineers was, in a sense, inflated because highly skilled technicians could do work that engineers are now being called on to do. Dr. Leddy also commented on the transfer in industrial establishments of scientifically-trained persons from engineering to administrative tasks.

J. H. Legere

In dealing with the validity of the demand for engineers, J. H. Legere of the Dominion Council of Professional Engineers said that in some of the professional societies there was reason to believe that the shortage was not as acute as was popularly thought. He explained that because the distinction between an engineer and a technician was obscure, many employers seeking engineers were actually looking for highly skilled technicians. The apparent shortage of engineers resulted in part from the shortage of technicians, he believed.

Dr. Garnet Page

On the movement of scientifically-trained personnel to administrative jobs, Dr. Garnet Page, General Manager and Secretary of the Chemical Institute of Canada, suggested that in the engineering and chemical industry, there was a developing trend to promote technical personnel to positions of senior executive responsibility.

Discussion and Recommendations

Many members of the Committee felt that the loss of professional persons through emigration to the United States occurred mainly because Canadians who go there for post-graduate study often accept employment there after graduation. The Committee therefore recommended that a list of post-graduate students in the United States be maintained by the Economics and Research Branch.

During the discussion on this point, Dr. L. Austin Wright, General Secretary of the Engineering Institute of Canada, said he believed most Canadians studying abroad would prefer to return to Canada but that their lack of adequate information about employment opportunities in Canada made them vulnerable to offers from United States employers. He emphasized the need for a means of maintaining regular contact with such students and of letting them know of the Canadian jobs available and that Canada wants and needs them.

When discussing how to ensure that the names of qualified immigrants were added to the technical personnel register, some representatives of the professional association offered to keep a supply of the necessary questionnaires in the association offices and to ask immigrants to complete them when they applied for membership.

Belief that the classification system used in connection with the questionnaire needed revision was expressed by several representatives. Because a revision might delay the proposed re-survey, representatives were asked to begin immediately to suggest amendments to the classification system for their profession.

Representatives

Representatives who attended the meeting were: J. H. Legere and J. M. Muir, The Dominion Council of Professional Engineers; Dr. L. Austin Wright, The Engineering Institute of Canada; W. R. McClelland and E. G. Tapp, Canadian Institute of Mining and Metallurgy; Dr. Garnet Page, Chemical Institute of Canada; C. J. G. Carroll, Royal Architectural Institute of Canada; Lorne W. J. Hurd, Agricultural Institute of Canada; J. D. Coats, Canadian Institute of Forestry; Dr. D. C. Rose, Canadian Association of Physicists; Dean J. Leddy, The National Conference of Canadian Universities; Dr. F. T. Rosser, Director, Division of Administration, National Research Council; Dr. J. B. Marshall, Chief, Awards Branch, National Research Council; F. L. McKim, Chief, Personnel Branch, National Research Council; Dr. H. W. Jamieson, Director of Personnel, Defence Research Board; Dr. E. F. Sheffield, Director, Educational Division, Dominion Bureau of Statistics; G. H. Josie and Miss B. J. Stewart, Research Division, Department of National Health and Welfare; G. D. Mallory, Technical Adviser, Department of Trade and Commerce; Col. G. M. Morrison, Supervisor, Executive and Professional Division, National Employment Service; Dr. G. V. Haythorne, Assistant Deputy Minister, Department of Labour; Brig. J. E. Lyon, Secretary, Committee on Seasonal Unemployment, Department of Labour; and A. M. Sargent, K. N. Williams and Mrs. E. M. Glavin, Department of Labour.

The Outlook for Professional Manpower

Extracts from an address by J. P. Francis, Economics and Research Branch, Department of Labour, to the Advisory Committee on Professional Manpower

Most of the concern about professional manpower seems to revolve around the question of whether or not there will be a sufficient number in future to meet not only the needs of industry and the universities, but also those of government and the armed services....

Recent Trends

There can be little doubt that shortages of several kinds of professional people have been in existence in Canada for some time.... Most engineers and scientists have been almost continuously in short supply for many years. The demand for

many other kinds of professional people, such as commerce graduates, social scientists, architects, veterinarians—although not so insistent—has also been generally greater than available supplies.

The National Employment Service statistics on job openings and applicants registered illustrate clearly the difference in the labour market situation for engineers as compared with almost every other type of worker. For the period from 1947 to date we have found that they indicate a shortage situation for engineers that is not matched either in its extent or its continuity by any other occupational group....

Another piece of evidence comes from the regular reports the Department of Labour receives from field representatives who are regularly interviewing industry executives. Again, the picture is one of almost continuous shortages of engineers and scientists and also of shortages on many occasions of other kinds of professional people.

...The intensity and scope of these shortages does change as the general economic situation fluctuates. It is noticeable, for example, that when general employment expansion slows down, the evidence of shortages among professional people, other than engineers and scientists, becomes quite scanty. Even in the engineering field, there are certain specializations where demand seems to slacken considerably when economic conditions soften. On the whole, however, the past decade has been one of high employment, so that these tendencies have not been very prevalent.

The Department of Labour, in co-operation with the National Employment Service, has surveyed the major employers of engineers and scientists at two-year intervals to obtain estimates of their requirements for such people over the succeeding three years... In the last survey, carried out in 1954, 39 per cent of the 774 firms contacted reported that they were having difficulty in recruiting professional personnel during 1952 and 1953. Only 24 per cent of the same firms, however, anticipated recruiting difficulties during the next three years...

Each year, the National Employment Service contacts most of the large employers of university graduates to find out their needs. A review of the results of these campaigns shows that the job openings available exceeded the number of graduates in each of the last four years for aeronautical, electrical, mechanical, metallurgical, mining and chemical engineers, and physicists...

Future Requirements

One obvious reason for the increasing demand for professional personnel has been the marked expansion of the Canadian economy during the past decade. Perhaps it is not too well realized, however, that the expansion of employment has been greatest in some of the very industries employing large numbers of engineers and scientists...

The industries showing the greatest relative gains have been aircraft, automobiles, non-ferrous metals, electrical apparatus, petroleum products, industrial

chemicals, fabricated iron and steel, construction, and public utilities... With only a few exceptions, the industries that have led the way in our employment expansion are the very ones that employ relatively large numbers of professional people. The demand for engineers, scientists and others, therefore, has not only been stimulated by the rapid expansion of our economy but also by the direction of this expansion...

It is virtually impossible to tell whether this expansion will continue at the same rate and in the same directions as during the past decade. Perhaps it can be said, however, that if our labour force keeps growing at the same rate as during the past ten years, then employment, too, will have to increase if we are to avoid depressions.

We know that the labour force will continue to grow at an increasing pace for the next ten to fifteen years at least, because the people who will enter it have already been born. Barring a depression of increasing severity, therefore, employment, too, will expand...

...The increasing emphasis on research and development has been a result of technological discoveries that have occurred since 1939... Some of these discoveries have already made their impact on industry. They are all based on the knowledge and skills held by engineers, scientists and other professional workers. It seems inconceivable that the need for such workers has come even close to its peak in view of the known practical potentialities of the discoveries still in the process of being transferred from the theoretical to the applied stage...

(Another) important factor is the need for professional people to teach at universities and colleges... We are very near the point where requirements for teachers in almost every professional field will be increasing rapidly as enrolments expand...

(In the armed services) the impact of recent technological discoveries has been an outstanding feature... If the pace of these developments were to slacken, it would likely be at the peril of our national security. On any realistic view, therefore, the requirements for professional people in this area will be virtually insatiable for many years to come.

Future Supplies

The rate of population increase among those 15 to 25 years of age will probably be greater than for any other group. From estimates, it seems clear that the number of people in this group is likely to double

during the next 20 years.... It seems almost inevitable that more and more Canadians will want to obtain a university degree in the future.

Immigration of professional people has been running about 8,000 to 9,000 annually during recent years.... Offsetting this gain, of course, is the loss through emigration. Emigration of professional people to the United States has been running at about 3,000 to 4,000 annually.

If we look at the average experience of the last three years, we find that the emigration of professional workers to the United States has amounted to about 45 per cent of the total number of professional people entering Canada. In other words, for every two professional workers we obtain as immigrants, we lose one as an emigrant to the United States.

An analysis of these immigration and emigration data shows that our net gain is lowest in the case of civil, chemical and metallurgical engineers. It is even lower for such supporting occupations as laboratory technicians and graduate nurses. For all those classified as engineers, emigration to the United States has averaged about 32 per cent of immigration during the past three years, a figure somewhat lower than the average for professional workers as a whole.

Whether or not we will continue to benefit by the net migration of professional people to Canada is quite unknown; but I would think that as long as the difference in the attractiveness of employment between Canada and the United States becomes no greater than it is, we should continue to gain. The future in this field, though, will also depend upon the availability of professional people in other countries who will consider emigrating to Canada.

The problem of our loss of professional people to the United States is a complex one. It is tied up with the availability of high-calibre post-graduate training facilities there, the similarity of the two economies and cultures, the salary differential in their favour, and the greater apparent willingness of employers in the United States to make special efforts to recruit engineers and scientists and to offer them attractive working conditions.

...The number of (professional workers) becoming available over the next ten to twenty years will increase, and the amount of this increase will probably be limited only by the extent to which universities deem it wise to, or can, expand their facilities.

The picture, of course, will vary from one professional field to another. Students entering universities in the near future might show some decline of interest in science and engineering courses if there were any decrease in the quantity and quality of instruction in physics, chemistry and mathematics at the high schools due to a lack of teachers in these subjects. Also, in the science and engineering field, there might in future be some shift in emphasis, with more people being trained in institutions of the Ryerson type (Toronto) so as to give fully qualified professionals more technical assistance.

The over-all picture is fairly clear: a steady increase in the number of new entrants to almost all professional fields during the next decade.

The Main Problems

The information available on the demand for and the supply of professional workers is limited. This is perhaps the first problem to be solved.

There seems little doubt that (shortages of professional personnel) will continue—if not perhaps become even more severe—during the next five years.... After that, supplies of fully trained people in most fields will doubtless be rising markedly. However, there will be a continuing danger of shortages.

The probability of increasing demand for professional people, and the growing numbers of young people seeking such training, ...raises the problem of the most efficient utilization of professional people. To utilize a professional person in a professional capacity requires that supporting technicians be available to relieve him of a number of functions key to his work but not necessarily best performed by him. In many cases, these are tasks best done by skilled tradesmen....

The problem of the technician has often been raised but rarely fully considered. Perhaps the role of the technician should be formalized to a much greater extent than it has been.

The second major problem concerns training facilities both on a university and a technical level. There will have to be an increase in these facilities....

The third question concerns the problem of maintaining university educational standards. The expansion of university facilities could take place with less difficulty and cost if there were a dilution in the quality of instruction, i.e., larger classes, more classes per professor, hiring of less qualified instructors. This would be undesirable. One way of helping to avoid it,

in addition to an expansion of facilities, might be to exercise greater selectivity in admitting students to university...

The fourth major question concerns salary differentials. Part of the reason we lose professional people to the United States each year is the differential in salaries. We need more information on the nature of this salary differential and on the reasons for it.

To sum up, this analysis has suggested a continuing danger of serious shortages of

professional workers, particularly of engineers and scientists. This danger raises a number of important questions concerning the utilization of professional people, the adequacy of training facilities, the wisdom of trying to expand these facilities without at the same time doing something to restrict university entrance to students with high potentialities, and the causes and consequences of the salary differential between the United States and Canada.

Conference on Labour Arbitration

Some 400 representatives of labour, management and government attend one-day meeting arranged by the McGill Industrial Relations Centre

A one-day conference on labour arbitration, arranged by the McGill Industrial Relations Centre, was held in Montreal March 13. Some 400 representatives of labour, management and government heard two talks, participated in a panel discussion, witnessed a model arbitration case and listened to an address by Montreal Mayor Jean Drapeau.

This venture of the McGill Industrial Relations Centre, under the chairmanship of its Director, Prof. H. D. Woods, was arranged in collaboration with the American Arbitration Association, the Quebec Federation of Labour (TLC), the Quebec Federation of Industrial Unions (CCL), the Canadian and Catholic Confederation of Labour and the Montreal Board of Trade.

The first speaker, J. Noble Braden, Executive Vice-president of the AAA, commented briefly on the nature and function of labour arbitration. Describing arbitration as the oldest process known to man for the settlement of disputes, he pointed out that it does not involve horse-trading or compromise but is a *quasi-judicial* process whereby a third man is brought in to listen to the arguments and give a decision based upon the evidence submitted.

"If we continue to build up arbitration as means of settling disputes," he said, "we will help keep alive our democratic principles."

Mr. Braden was chairman of a panel comprising R. Mathieu of the United Packinghouse Workers of America, J. R. Ouellet of the Canadian and Catholic Confederation of Labour, L. Hemsworth of Canadian Industries Limited and P. M. Draper of Canada Iron Foundries Limited that discussed a variety of questions submitted from the floor.

Among the questions discussed were: What are the basic requirements for Arbitration? Should all problems affecting labour be submitted to arbitration? Does arbitration mean mediation? Which party prefers to go to arbitration? and Where can I find impartial arbitrators?

At the afternoon session, Joseph S. Murphy, Public Relations Vice-president for the AAA, spoke briefly on the preparation of a case for arbitration. He gave a suggested course of preparation, step by step, as well as a list of illustrations as to how parties can injure their case by faulty preparation.

The practice arbitration dealt with a discharge for illegal strike and showed the manner in which the ideal arbitration should be conducted.

The sole arbitrator was Jacob Finkleman, Chairman of the Ontario Labour Relations Board. The company spokesman was R. Caron and the union spokesman M. Lapointe.

While Mr. Finkleman found in favour of the company, his decision was reversed by his audience by a two-to-one vote.

Extracts from Address by Mayor of Montreal

At the meeting of McGill University's Industrial Relations Centre on the subject of arbitration in labour-management relations (see above), His Lordship Mayor Jean Drapeau of Montreal stated that "in the world into which we are entering, the atmosphere of human relations will become a prime factor of progress in all sections, since the different groups will be called upon to co-operate more and more closely at all stages of social life".

Mr. Drapeau noted three main types of relationships between management and the union in industry:

The armed truce—where each of the parties, fortified with its stock of arguments, watches the other like an adversary in a contest, with the shadow of the strike or lockout lurking in the background.

Active accord—which finds expression in mutual recognition of the fact that it is in the common interest to avoid conflict and to establish conditions which, being satisfactory to the worker, are conducive to the smooth running of the concern.

Close co-operation—which leads to a real community of labour.

According to Mayor Drapeau, this third stage presupposes a radical transformation of the atmosphere in relations between management and organized labour.

The worker is no longer solely one of the factors in production, one of the elements in the prime cost; he becomes

completely identified with the concern, which he is acquainted with and in which he takes just as much interest as does management itself.

Management realizes that an active, well-organized union is a real training school for the workers, since it watches over their intellectual and moral as well as their material well-being, and that it is, after all, the concern which benefits by this constant improvement in the human level of its employees.

In this perspective, mutual confidence becomes a certainty, leading management and union to a better understanding of their problems and of their position with regard to each other. Bargaining then becomes simply a phase in the co-operation which is manifest throughout the year, and is all the more likely to be successful since both sides are acquainted with all the questions involved and have nothing to hide from each other.

Instead of the antagonism which appears at the first stage, instead of the accord realized in the second type, starting from purely utilitarian considerations, we find here a sort of relationship which returns to the worker his place in the concern. The union is henceforth an ally, the worker an associate. Both parties have realized that the concern is their common business, from the social as well as from the economic point of view.

Mayor Drapeau stressed the fact that this type of relationship will not prevail on our continent in the immediate future. He predicted, however, that it will come eventually. "Within the framework of the concern, human relations will multiply constantly, and the scope of union activities will inevitably be extended."

Canadian Construction Association Submits Brief to Federal Cabinet

Building industry has expanded sufficiently to meet heavier demands. Amendments to National Housing Act to assist those with modest income to finance the purchase of a home urged in Association's submission

"The annual increase in the volume of construction during the entire post-war period has constituted one of the most powerful stabilizing influences in our over-all economy," the Canadian Construction Association said in its brief to the federal Government on February 28.

"Direct employment and over \$1½ billion of purchasing power are being given each

year to over half a million Canadians engaged in the industry. The purchase of over \$2½ billion of a wide range of materials and equipment means employment to an even greater number of people in manufacturing, transporting and merchandising operations. In addition, many of the projects will serve to facilitate further economic development," the Association went on to say.

The prospects for 1956 are for a new record in the volume of construction, but for "exceedingly keen competition" in the industry, the brief said. In general the industry's capacity has expanded sufficiently to meet the heavier demands, the Association claims, but shortages of some materials, especially steel, are making themselves felt.

Housing

The Association commended the Government for the 1954 amendments to the National Housing Act and the Canada Bank Act, for eliminating the "end price rulings" last year and for the recent upward revision of appraisal rates.

The Association was optimistic about a continued level of house-building activity; but, it went on to say, "at the present time, most of those with NHA mortgages have annual incomes of \$5,000 or more. Relatively few earning less than \$3,600 a year finance the purchase of a house under the NHA and yet the intent of the original national housing legislation was to assist those with modest incomes to own their own home. Similarly, although there are provisions in the National Housing Act for projects to improve the housing standards of the low income groups, relatively little use has been made of them."

The brief reiterated the following recommendations concerning the National Housing Act:—

Extension of the 90-per-cent loan provision beyond the present \$8,000 lending value limit.

Creation of open-end mortgages for small homes designed to be enlarged later in accordance with future needs at the same mortgage rate.

Extension of the provisions of NHA loans to cover the purchase of existing houses, thereby enabling trade-in transactions at reduced rates.

Work on houses, the Association said, "should be adequately inspected to assure protection to the owner, the lending institution, CMHC and, indeed, the reputable builders." It added that "a proper inspection service in conjunction with further amendments to our housing legislation would serve to increase the calibre as well as the number of our new housing units."

Winter Construction

Appreciation of the efforts of the federal Government to promote winter employment by suitable timing of its own construction projects, and by encouraging winter construction on the part of other bodies or persons, was expressed by the CCA.

The Association has also been much encouraged by the support given by other national organizations to its efforts to increase the volume of winter-time construction and employment. Eight national bodies representing business, designers and labour are participating with the CCA in a joint committee set up last year to publicize the feasibility and benefits of winter-time construction.* Provincial governments, the Federation of Mayors and Municipalities, the chartered banks and other bodies have also shown very considerable co-operation.

The subject has become one of widespread interest to the general public and it is believed that much has been accomplished in overcoming the belief erroneously held by many that construction work carried out in the winter months is either of inferior quality or excessive in cost or both. Further efforts by all concerned to continue this education and promotional campaign are recommended to consolidate and increase the gains already made in bringing about a further reduction in seasonal unemployment in the construction industry.

Labour Relations

Periodic meetings of management and labour could help greatly in improving industrial relations, the Association said, and it hoped that "the National Joint Conference Board of the Construction Industry, which met over a period of years under the auspices of the Department of Labour, may once again function.

"Now that the Trades and Labour Congress has agreed to amalgamate with the Canadian Congress of Labour, it may be that it will also be agreeable to sit down with the Catholic Syndicates (CCCL) on the National Joint Conference Board, thereby giving representation on a national basis to construction trade unions," the brief added.

General agreement with the recent changes in the Unemployment Insurance Act was expressed in the brief. It drew attention to a resolution passed at the Association's recent convention urging an amendment to federal labour legislation to require the use of secret ballots under government supervision in strike votes, a practice successfully followed for several years under four of the Provincial labour codes, the Association said.

Technical Training

The efforts of the federal Government to increase the number of skilled workers through its assistance in trades training programs were commended. The Association recommended "a concerted, co-ordinated promotional campaign by all

*The Department of Labour and the National Research Council are actively associated with this project.

interested parties...to publicize to boys, their parents and others influencing their selection of a vocation the opportunities available through trades training; and to contractors, trade unions and manufacturers the necessity of larger and better training programs."

Immigration

"It is strongly recommended," the brief said, "that the facilities of the Department of Citizenship and Immigration be used to the utmost to encourage an orderly program

of selective immigration on a larger scale than took place in 1955."

The Association contended that "the smallness of our producing and purchasing population is a fundamental factor retarding our country's economic progress. The nature of many construction projects," the brief continued, "is such that members of our industry are perhaps particularly conscious of the fact that the effective development of our natural resources will depend in large measure on increasing the population at a faster rate than is possible through natural growth."

6th Meeting, Apprenticeship Training Advisory Committee

Agrees, in joint session with provincial Directors of Apprenticeship, that apprenticeship training has increased in last few years but need still exists for more apprentices, especially in industrial trades

A joint meeting of the Apprenticeship Training Advisory Committee and provincial Directors of Apprenticeship was held in Ottawa on February 21 and 22. It was the Committee's sixth meeting.

It was agreed that, while there had been an increase in apprenticeship in the last few years, there was still a need for more apprentices, especially in the industrial trades. The Committee also believed that a willingness by more employers to hire apprentices was one of the greatest needs in the apprentice training field.

Many of those present also believed that a much wider public interest in the need for skilled tradesmen and the value of training was necessary before a sufficient number of skilled persons would be available to meet the growing demand.

In a report on apprentice training in the building industry, R. H. Foss, Chairman of the Canadian Construction Association's Apprenticeship Committee, declared that efforts should be made to impress upon employers the necessity of giving help to apprentice training and to impress on apprenticeship committees the need for more and better trained mechanics.

Another speaker, G. C. Bernard, Manager of the Canadian Manufacturers' Association's Ontario Division, thought it was time for a new look at apprenticeship. The complete text of his address appears on page 405.

In a resolution, the Committee expressed its appreciation of the work done in preparing trade analyses and urged the federal Government to make additional analyses.

The conference was under the chairmanship of Dr. George V. Haythorne, Assistant Deputy Minister of Labour, who was acting in the absence of Percy R. Bengough, President Emeritus of the Trades and Labour Congress of Canada.

Hon. Milton F. Gregg

Hon. Milton F. Gregg, Minister of Labour, opened the conference.

The Committee's work was of particular importance now, when the trend towards automation in industry was increasing, he said.

Mr. Gregg urged those concerned with apprentice training to work towards increasing training opportunities and encouraging young people to attain the skills that are so important to Canada's economic development. He suggested that industry might do much to assist Canadian youth by assuming responsibility for selecting, guiding and training suitable young persons in apprentice trades.

Supervisor of Trade Training

A plea that the young people who are being trained as apprentices should be given the advantage of good buildings

and facilities, well organized courses and challenging programs, was put forward by S. R. Ross, Supervisor of Trade Training, Canadian Vocational Training Branch, Department of Labour, in his report to the Committee.

The average age of trainees is increasing, he reported, and the standard of previous schooling is higher than it was.

Since many expert tradesmen have no knowledge of how to teach apprentices, the Department, Mr. Ross said, had last year promoted a program of training for teachers, with 33 persons enrolled for the first course. This plan had been so successful that it would be continued.

Mr. Ross emphasized the importance of training in school. "I personally look on much of the training on the job as extremely luke-warm. This can result from various circumstances and this work experience can bog down into a matter of time-serving or become a cheap-labour proposition. In-school training can be a tremendously valuable experience."

The greatest obstacle to increasing the number of apprentices is the difficulty of finding employers who were prepared to train young men while they were working, and for this reason pre-employment and pre-apprenticeship training is being more and more considered, Mr. Ross said.

In spite of various handicaps, the apprenticeship program continues to expand, the report said. At June 30, 1954, there were 6,618 apprentices active in eight trades, and at December 31, 1955, the number had increased to 7,490.

Efforts are being made, Mr. Ross said, to find ways and means of training employees of the federal Government and its agencies to fit them for skilled jobs. These efforts, he asserted, are bearing fruit.

The percentage of apprentices who have dropped out before completing their training was shown for various trades in a table attached to the report. The three trades in which the percentage was highest were: painters, 39.2 per cent; carpenters, 34.0 per cent; and sheet metal workers, 30.8 per cent.

The percentage of apprentices who complete their training was highest for: bricklayers, 57.1 per cent; plasterers, 50.6 per cent; and carpenters, 46.8 per cent. The actual numbers of apprentices in the first two trades, however, was small.

Provincial Directors of Apprenticeship

Edmund Allen, British Columbia

Depending on his age and progress, a prospective apprentice receives credit on his period of apprenticeship at least equal

to the time he spends on a technical school course, and sometimes double this time, reported Edmund Allen, British Columbia Director of Apprenticeship, in connection with a proposal to reconsider the amount of credit allowed in an effort to reduce the number of drop-outs and increase recruiting.

A study of the reports received from directors, Mr. Allen said, showed that the credit granted had little effect on drop-outs or on recruiting.

Employer groups generally, he stated, complained that credit already allowed to ex-servicemen for vocational courses and for experience in the armed services was excessive. Some teachers in both regular and technical schools wanted two or three years' credit to be given to technical graduates. Union groups, he said, thought that school training did not take the place of experience on the job, and that a boy should not have to assume the responsibilities of a journeyman too soon after leaving school.

The Apprenticeship Advisory Committee, he reported, took the view that it was not intended that vocational school training should shorten the period of apprenticeship, but rather that technical education should improve the quality of the tradesmen trained by industry. Teachers, the Committee said, were inclined to over-emphasize the credit a student might get, because it helped recruiting for their classes.

G. H. Simmons, Ontario

Information from various sources indicates that the present apprenticeship training programs are soundly based but, in order to keep pace with modern trends and developments, efforts should be made to improve still further the quality of training being given both at school and on the job, said G. H. Simmons, Director of Apprenticeship for Ontario, in his report on "The Effectiveness of the Apprenticeship Programs".

"There can be no doubt that the total product of the organized apprentice training plans across Canada has been a most effective factor in the recent industrial expansion of this country. In spite of this, however," he continued, "there is a general consensus that the present programs have not been fully effective in providing an adequate supply of skilled men. The slack has been taken up by heavy immigration and the use of new materials and methods."

Mr. Simmons said that the apathy of many employers in the trades concerned seemed to be the greatest handicap to the expansion of apprenticeship training. Although a number of employers have for years been successfully engaged in training apprentices, "there are those," he said, "who have no interest in apprenticeship and seek skilled help through any available channels".

He made a recommendation, which was unanimously approved by the meeting, that "everything possible be done to assist employers to train apprentices on the job by means of job training syllabi and other training aids".

J. Aiken, Manitoba

"We might be well advised to concentrate for some time on uniformity of curricula and essential standards," J. Aiken, Manitoba Director of Apprenticeship, told the meeting.

He gave this advice after reporting on the results of a survey of the nine provinces that actively carry on an apprentice training program to ascertain whether apprentices receive a certificate at the end of their term and, if so, whether the apprentice has to undergo a written examination, a practical examination, or both.

He reported that all provinces issue a certificate of qualification on satisfactory completion of the apprenticeship term. In some provinces, he pointed out, the certificate is called a certificate of apprenticeship or a competency card.

The replies to the question on the holding of examinations showed great diversity, Mr. Aiken reported.

To show that industry was beginning to give some thought to the problem of uniformity of trade standards throughout Canada, he quoted a resolution adopted at a meeting of representatives of automotive trade associations in eight provinces, which called for a study of the possibility of adopting a plan in all provinces whereby curricula of the schools for training apprentices would be the same, the final trade test would be the same, and thus a certificate of qualification would be recognized in all provinces.

B. W. Kelly, New Brunswick

B. W. Kelly, New Brunswick Director of Apprenticeship, reported on the progress to date on the preparation of trade analyses.

The national analysis for the carpentry trade has been completed, printed and made available to all provincial Directors of Apprenticeship, the analysis of the machinist trade is in its final stage and

will be sent to the printer soon, and national apprenticeship committees have been appointed to make analyses for the bricklaying, sheet-metal and plumbing trades.

Mr. Kelly reported that in his province, the Trade Advisory Committee for carpentry had approved the "hard core" of the national analysis for that trade, which had also gained the approval of the Provincial Apprenticeship Committee. The latter had given assurances that training in New Brunswick and the issuing of a journeyman certificate will be based on the "hard core".

"It is our intention in New Brunswick to revise present work schedules to conform to the national hard core of the analyses when these are established for the various trades," he announced.

Mr. Kelly also explained the composition and structure of a trade analysis and its purpose. "The hard core as approved by the National Committee, if accepted by the various provinces, will establish a uniformity of training throughout Canada and will be accepted as a standard of attainment for the granting of certificates of completion of apprenticeship and make it possible for one province to recognize a certificate issued by another province," he pointed out.

He suggested that a copy of the hard core of each analysis be sent to all vocational, composite, and regional high schools and to trade schools and technical institutes as a guide to shop teachers and for use by instructors in related subjects, e.g., science, mathematics or drafting.

He also proposed that analyses for all apprenticeable trades in all provinces be made as soon as possible.

F. H. Ellis, Saskatchewan

F. H. Ellis, Saskatchewan Director of Apprenticeship, in a report on "Training on the Job," provided answers to several current questions concerning the effectiveness of on-the-job training.

Should we make sure that the employer has adequate means in his business for the training of the apprentice before indenture? To this question Mr. Ellis gave the answer that while a journeyman today is constantly meeting new equipment and new materials, if he has been taught to manipulate his tools and to interpret instructions given in manuals, he is quite capable of adapting to new and different jobs.

On the question of whether an apprentice should be indentured to some person or organization other than the employer, he pointed out that if this were done,

control would be lost over wage increases, the apprentice's obligation to respect his employer's business, the employer's obligation to teach the apprentice the skills of the trade, the employer's obligation to send the apprentice to school, and the employer's obligation to keep the apprentice employed.

It has been suggested that more emphasis be placed on training in the school and less on training on the job, because few journeymen are capable of or willing to instruct apprentices, journeymen who are willing may give an apprentice instruction in old-fashioned methods contrary to those taught in school, and because many employers may not be able to give the apprentice experience in a wide variety of work. On this Mr. Ellis warned that it would require careful study to ensure that these schools taught neither too much nor too little. If too much, the apprentice might forget what he had learned before he could put it into practice; if too little, he might feel that attending the school was not worth his while.

W. J. May, Newfoundland

Being a master craftsman is not the sole qualification required for teaching apprentices and therefore there is need for teacher training programs, W. J. May, Newfoundland Director of Apprenticeship, told the Committee.

He then suggested the addition of two subjects to those taught at last year's course (L.G., July 1955, p. 743). He believed instruction in "organizing for training" and in "selling the training program to students" should be added to the subjects taught last year: principles of teaching, trade analyses and courses of study, practical English, educational psychology and human relations.

The apprentice instructor holds the key to success or failure of our apprenticeship program and we must make sure that he is a well-trained man, he stated. "Not every tradesman entering the instructional field has the know-how to organize the available facilities to effectively train young people."

The instructor can help correct poor attendance at prescribed training classes, Mr. May also pointed out. He should be able to make the apprentices want to come back for more instruction.

We have to depend on the instructor to reach our objective, he concluded, "and this cannot be done by a tradesman, no matter how competent, without training in the techniques of training and human relations".

J. P. White, Alberta

The general plan followed in the construction of apprenticeship courses in Alberta was outlined by J. P. White, the province's Director of Apprenticeship.

Deciding what to teach was the first step, he said, and in order to reach this decision the practice was to start with an analysis of the trade. This was done in consultation with trade advisory committees and tradesmen instructors.

Before beginning the outline of the course, the committee should write out the general objects of the course, he continued. In proceeding to outline the course it was necessary to decide what should be taught in school, the rest being left to be taught on the job.

The time allowed for each course and each subject, Mr. White said, had to be carefully considered. There was time for only essentials. That was why tradesmen teachers were best, he remarked.

Although the method of presentation was not really part of a course, the success of a course depended on effective presentation, he continued. For that reason a teacher must know the tools of his trade. The tools that had been found most effective in teaching apprentices, he said, were: the lesson plan, the assignment sheet, the information sheet, and the operation sheet.

Mr. White said that teaching aids, such as charts, films, models, etc., were aids only, and were not effective unless properly fitted into the lessons they were designed to illustrate. Classroom testing, he added, was a teaching aid which showed a teacher whether he was presenting his subjects successfully or not.

R. H. MacCuish, Nova Scotia

Classes consisting of from eight to ten apprentices, when skills are taught and developed, and from 15 to 20 apprentices when only trade and related theory are taught were suggested by R. H. MacCuish, Nova Scotia Director of Apprenticeship, as the best size to maintain the quality and effectiveness of instruction.

As for equipment required, he thought that in trade theory classes, only basic equipment for the demonstration of principles was needed, together with enough shop equipment to show the application of the principles. In full-time classes where skills are taught, however, he believed that sufficient modern shop equipment should be provided to allow full development of the tradesman.

"The manner in which equipment is used is probably more important than the type of equipment," Mr. MacCuish pointed out, "but the development of the whole individual as a tradesman is important. Even in modern manufacturing industry we need more than machine operators; therefore the importance of basic equipment should not be overlooked.

"The development of intelligent tradesmen requires training from basic principles to their application in modern and up-to-date equipment," he concluded.

L. J. Sparrow

"I believe more employers would be encouraged to train apprentices if the expense could be partly reduced," said L. J. Sparrow, Supervisor of Apprentices for the Canadian General Electric Co., Peterborough, Ont. He suggested that the Committee consider "ways and means of suitably proportioning the cost of training Canada's future skilled tradesmen over all of those persons who receive benefits from having a highly skilled work force in this country".

Mr. Sparrow then offered some ideas on how this could be done.

More technical institutes could be established to provide the early part of apprenticeship training. Grants could be considered for companies or groups of companies operating recognized apprentice training schools; and in the event of "bumping" the apprentices could continue their education and training in either the technical institute or company schools. Plans along these lines would tend to spread the cost of apprentice training more fairly and also provide a continuity of education for those young Canadians who have chosen industry as their future career.

Earlier, Mr. Sparrow had examined a company's sources of skilled tradesmen, which he said were skilled immigrants, skilled tradesmen trained by other companies, or Canadian youths or young immigrants trained by the company itself.

On the employment of skilled immigrants, he pointed out that this source was now falling short of Canada's expanding needs, and was diminishing at a time when there was need for it to increase. "It is quite plain that Canada can no longer rely on immigration to the same extent as in past years," he pointed out. "At best, it will be only a supplementary source of supply in the future."

Many manufacturers obtain all their skilled workers by attracting them from other companies who have provided the training, he continued. "This is probably the easiest—and the cheapest—way to obtain skilled help if we consider it on the

individual company basis. Unfortunately, there is no long-range benefit in this method because it does not increase the total number of skilled people in Canada and, therefore, makes no provision for future growth.

"Companies who obtain their skilled help through immigration or from other companies are not shouldering their proper share of the responsibility for training Canadian youth," he added.

The training of Canadian youths and young immigrants has much to recommend it, Mr. Sparrow said, because it provides further educational opportunities for Canadian boys and other young men who come to Canada, it increases the number of skilled workers in the country and provides replacements for shrinkage due to retirement, etc., and it provides a planned system of training that can be geared to match Canada's industrial growth.

All the methods suggested for training young men to become skilled craftsmen—through recognized apprenticeship in industry, through trade schools or technical institutes, and through a combination of trade school, technical institute and industry—are costly, he pointed out. It costs an employer several thousand dollars to produce a journeyman and then there is the risk that the graduate apprentice may leave his employ to work for another company. An additional risk, he said, is that during a temporary shortage of work, apprentices may be "bumped off" their trade and not return to complete their training.

"It seems to me that employers who are training apprentices to become skilled tradesmen are making a real contribution to the security and wealth of Canada at considerable cost to themselves," he declared. It was here that he suggested the study of ways and means to spread the cost.

W. Elliott Wilson

Apprenticeship training programs must be designed and operated to meet the needs and opportunities of Canada, said W. Elliott Wilson, QC, Manitoba Deputy Minister of Labour. An objective approach is needed; there must be a correlation of the potential of Canada's youth with the needs and obligations of industry.

"We have to find out what the country needs and survey the company's youth resources," he added.

The matter of apprenticeship is looked at in different ways by different people, he pointed out. Fathers sometimes prefer

to see their sons in white-collar jobs to protect them from the hard knocks they themselves have taken. Educational authorities often look on apprenticeship as a place for those not suited for higher education. Unions are inclined to strive to protect their craft and journeymen to compare the more favourable apprenticeship conditions now with those when they were apprentices, with resultant envy and resentment. Industry asks the question: Can we afford it?

How do we meet and overcome these attitudes to apprenticeship, Mr. Wilson asked.

"The apprenticeship program is no longer an employer-union program but a Government-sponsored and imposed training plan in designated trades," he declared.

Pointing out that the rates of apprenticeship allowances were established when the cost of living was much lower, Mr. Wilson said they should be put on a more realistic level.

(In answer to this statement, A. W. Crawford, Director of Training, Canadian Vocational Training, suggested that the provinces examine their apprenticeship rates and make a submission to the federal Government. The Committee then asked the Canadian Vocational Training Branch of the Department to review the allowance schedules and make a report on them to all provinces.)

In conclusion, Mr. Wilson again emphasized the need to change the public's thinking that apprenticeship was low in the scale of education.

Roy H. Foss

There is a widespread complaint in Canada, said Roy H. Foss, that the apprenticeship training authorities are not getting the help they need from the general contractors and trade contractors in the training of apprentices. General contractors seem to feel that they are being forced to shoulder a burden which brings them no return.

Mr. Foss is Chairman of the Canadian Construction Association's Apprenticeship Committee.

"This, I am sure you will agree," he continued, "is a very shortsighted and selfish attitude and the CCA is trying, and will try harder, to bring home the necessity of training apprentices to be used in the construction industry."

Workmen are coming into the industry who are not properly trained, and this is against good workmanship and is increasing the cost of construction. Mr. Foss went on to say.

In all provinces in Canada where apprenticeship training is being undertaken, the local Builders' Exchanges have appointed apprenticeship committees to help in every way possible those who are operating the apprenticeship centres, by lending a hand in the training, and in some cases by donating funds. But one of the greatest needs at present is that employers should show a willingness to take on the boys who are being trained, put them with mechanics who will help them, and make sure that they receive the proper field instruction, Mr. Foss said. Nevertheless, he complained, a great many general contractors are reluctant to help in any way in the training program.

"I believe I am quite safe in saying," he continued, "that in every case where general contractors or trade contractors have taken young apprentices into their employment for training, carried through the apprenticeship training to completion and employed these men in their own rights, they have found these men are head and shoulders above the ordinary mechanics taken from other sources."

Mr. Foss referred with appreciation to the keen interest being taken in trade training by federal and provincial Departments of Labour. In almost every province, apprenticeship training was being carried on with their assistance, he said.

In Quebec, he pointed out, there is a very well organized training program, which is financed by funds collected from the construction industry and from labour, with a substantial grant from the provincial Government; and in every province, he added, committees formed by employers and labour are helping in the training of apprentices.

Other Speakers

Speaking on "Training Supervisors in the Building Trades," G. Rousseau, who is Technical Adviser on Apprenticeship Services, Quebec Department of Labour, described the job instruction training course given in Montreal. Last year 30 persons attended the course.

Training given to supervisors had helped control drop-outs in apprentice trades, he reported.

Substituting for R. E. Anderson, Nova Scotia Deputy Minister of Labour, R. H. MacCuish, the province's Director of Apprenticeship, explained the indenturing of apprentices to local committees rather than to individuals, a practice recently instituted in Nova Scotia (L.G., Jan., p. 26.)

A New Look at Apprenticeship

Complete text of address by G. C. Bernard, Manager, Ontario Division, Canadian Manufacturers' Association, to the Apprenticeship Training Advisory Committee

Apprenticeship (is) a subject in which I am interested and about which I am curious, chiefly because it has seemed strange to me that the vital question of the training and fitting of our Canadian youth for the responsibilities which lie ahead for them in industry is something which does not appear to have engaged the attention of the majority of the public to the extent it deserves.

If, from what I say, you might infer that industry has not shown the concern for this matter that it should, let me make it clear that, in my opinion, a great deal of industry in particular has. The deliberations and researches of this Committee and of the national conference four years ago, which gave rise to it (L.G., 1952, p. 877), have produced ample evidence of such interest by employers individually, or by groups, either on an industry-wide or community basis. But when one considers the vastness of industry today, I think it would be fair to say that the sum total of this interest does not add up to an amount commensurate with the importance of the problem of inducing a flow of well-trained young men into its ranks, particularly when one considers how increasingly important this will be in the future.

But, let me repeat, industry is definitely interested. It realizes, as a matter of self-interest, the need for such a program; but, because of the varying conditions and the differing views which are held in regard to this problem, and, conditioned as industry is by the circumstances of geographic or territorial distribution, what programs it has developed and fostered have been those tailored, so to speak, to fit some particular local or industry need.

What is meant by apprenticeship? In my book it means the training over a period of time of young men in a particular trade or craft so that at the completion of that time, they will be able to practise that trade or craft on a basis of equality of competence and earnings which will be, or at least should be, that of those of similar experience already engaged in it.

Various and varying formulas have been applied to the term "apprenticeship" depending on the trades, the groups or the individuals concerned. It has, however, over the years, become generally accepted as meaning a period of training, involving shop and related subject instruction, extending over a period of at least 4,000 hours.

This generally-accepted formula has evolved from a pattern which has been developed in Great Britain in the course of a century or more, with particular application to a limited number of basic trades. It has been accepted in this country, with, I suggest, very little question, as being, because of its success and the weight attached to its origin, equally and naturally applicable to us here. I suggest that this formula is now, to some extent at least, both obsolete and unrealistic. It may be that under some circumstances and in some callings, this prolonged indoctrination is still necessary. But industry, and indeed the world today, is in a hurry. With a rapidly expanding world population and with a demand for higher and still higher standards of living, the necessity for producing goods in ever-increasing volume and of better and better quality produces a concentration of attention on the part of those whose responsibility it is to fill this need. Modern technology and the marvels of mechanization have made many of the previously accepted skills not quite so imperative. Fundamentals, of course, remain and will always be required. Once, though, these have been acquired, then I feel we must press on to the acquisition of new skills, and these of a high order, for the building, installation, servicing and maintenance of the marvellous machines of this era.

A great deal is being done by industry to train men and women to operate the complex machinery of today and tomorrow. Due to mechanization, much of this operation is repetitive and what skill is necessary can be acquired in a matter of hours or, at most, days. But in providing for the higher skills required for the manufacture, installation, assembly and maintenance of this machinery, industry has had to exercise a great deal of ingenuity in securing the employment of persons who either have them or are capable of acquiring them. Apprenticeship programs either on an extended or limited scale have undoubtedly contributed. The exchanging of jobs between one plant and another, a prerogative we still enjoy under our free enterprise system, is another method with which we are familiar.

That bonanza of human material—immigration—has proved a lifesaver in this respect; but the flow of additional manpower from this source is not and will not, I fear, be as plentiful as we would like it to be, what with full employment in the United Kingdom, and the increasing disinclination of European countries to part with their most skilled citizens.

All these sources have been and are being utilized to the full; but the time is coming when we must look to the best source of all—young Canada.

If there is any merit in what I have said, then perhaps I can be forgiven if my mind turns, as an alternative to the present concept of apprenticeship, to the intensive, institutional type of training now taking hold with such remarkable effect in Great Britain and in the industrialized countries of Europe.

I foresee the apprentice of tomorrow, indentured I would hope and expect, acquiring through intensive institutional training, within perhaps two years, the skill and knowledge required to fit him to take his place beside his fellow-workers who have acquired theirs through diligence and application over, in most cases, a long period and through daily acquaintanceship with their tasks.

I realize, of course, that the setting-up of the means for providing institutional training of the kind I am suggesting is beset with problems; but I do believe that with the wholehearted co-operation of all concerned, none of these is insurmountable. Admittedly they are costly. Many of the fine training programs carried on by our larger companies will be found upon examination to be almost, or even fully, institutional in their concept and operation. Perhaps that is why programs of this kind can be undertaken only by companies with the substantial financial resources required to operate them successfully.

As an indication of what is running through my mind, I foresee provincial institutions operated with generous and wholehearted federal aid and with the co-operation of industry, dedicated to the task of fitting the mechanically-minded young Canadian to enter the industrial world as a trained mechanic or technician in most, if not all, the operations of the astounding machine world of tomorrow, which, undoubtedly, will require manual and mental skill of a high order.

I admit I know little of what these operations are, or may be; but some things do suggest themselves to me as to what this intensive institutional training might embrace.

There is, as I have said, the acquisition of fundamentals—the first stage—blueprint reading, basic draughting, mathematics, English, elementary physics, the theory of mechanics.

The further development of automation, that word which is regarded with such misgiving by some, suggests perhaps the necessity of intensive and integrated training for such trades as the set-up man, the diagnostic technician, the hydraulics and electronic mechanic, all of them equipped with more than a basic knowledge of cutting tools and their related technology.

Increased mechanization brings to mind the requirements of industry for millwrights of even greater technical competence than is now required for that respected trade; maintenance electricians thoroughly familiar with the complexities of the power supply of the future; machine maintenance fitters for the complicated equipment, much of which we have now, and of which a great deal more is on its way; highly-skilled welders—developments in the pressure vessel alone suggest something very much out of the ordinary for such people; instrument makers—instrumentation and calibration, what a field that conjures up!—quality control technicians—precision fitting of the highest order for the equipment which produces nuclear energy and all the things this new form of power will operate.

I realize I have only touched on the fringe of these possible skilled trades and it would be presumptuous on my part to attempt to enlarge on them.

I am thinking of the intelligent young man capable of achieving secondary school graduation status, with a mechanical turn of mind and with a desire to accept the challenge which industry presents by taking his place at the shop level in those undertakings for which he has a liking. I believe he has a right to enter that field with a background training in his particular trade or calling. I further believe that with the complexities and advances in mechanization and production techniques and methods, he must be advanced as a matter of education to a point where he can enter industry without having to go through a long tedious apprenticeship, which may be good or which may be of little value, depending on where he is or to whom he may be indentured.

If a young man wants to be a doctor or a lawyer or an engineer, he is given, provided he can show the right aptitude and mental capacity, every opportunity of achieving his ambition through subsidized education at the university level.

If he has indicated little or no scholastic ability but some aptitude for manual work, provision is made, at least in some provinces, for him to acquire the simpler skills as part of his basic education.

I may be wrong, but I see little evidence of institutional help being offered to those somewhere between these two classes of young citizens who have no desire for the higher professions but who do have intelligence, ambition and a love for things mechanical and all that go with them, and who have the mental equipment and manual dexterity which are the basic requirements for success, to enter industry at the shop level with a background training, intensive as it must be, which will enable them to earn almost immediately what they are worth and to start work as trained operators in the trades of their choice.

Would it be impractical if I were to suggest something in the nature of training courses embracing a period of two years or, at the outside, three years? As a basis for consideration may I suggest, say, one year for pre-institutional work. This could be taken in the graduation year of high or vocational school, what in Ontario is known as Grade XII, and what might be referred to as the trade-indoctrination year. The lad would remain at the same school which he has been attending but with the emphasis in his last year on the trade which he intends to enter. Then the big year, the one which embraces 12 months of intensive and concentrated training in his trade at a provincial institute. These institutes would be located, I suppose, in the principal industrial centres but could conceivably be conducted on a decentralized pattern. I have perhaps in mind the use of existing educational establishments in smaller urban centres for this kind of instruction in perhaps one or two subjects as circumstances might warrant. The third year we might call the industry-familiarization year, the period for the polishing-up process, for the most part conducted in

the plant. In some subjects such a third year may not be necessary or could be reduced to a few weeks or months.

The merit of this suggestion, as I see it, is that because it is institutional, the young man taking the course must concentrate on the job of acquiring proficient trade status. He is not subjected to the variations in training and to the distractions, whether they be provided by himself or by the circumstances of his employment, which seem to me to be too prevalent in the present apprenticeship system.

Would industry be interested in the product of these institutes? I do not know for sure, but I would think it would be.

Would governments, federal and provincial, find insurmountable the barriers which raise themselves in so many matters which call for close co-operation between them? Again I do not know but I would hope not. The federal state which is Canada is perhaps not conducive to joint effort towards a common goal in matters which are constitutionally either federal or provincial, but at least this is something your Committee might explore and perhaps seek to overcome.

I am fully aware, as I have already said, that what I have outlined is ringed with problems. Could such institutes be made to fit into provincial educational systems? Would they be too costly? Who would pay for them? What questions does this raise between provincial departments or between provinces and municipalities? All these have to be considered.

To me, though, the question is: Is it worthwhile looking into? I suggest that it is.

In conclusion, may I make this observation? We in Canada are blessed with a golden opportunity. Our country is young, vigorous and enterprising. Its destiny as a great industrial nation is assured provided that we all keep pace with and help its advance to the best of our ability in those spheres which are ours.

Predicts Slackening This Year in House Building Pace

Fewer homes may be built in Canada in 1956 than in 1955, in the opinion of Hon. Robert Winters, Minister of Public Works.

In 1955, starts were made on 140,000 new houses, and a record 138,000 were completed.

One reason given for the forecast reduction is that mortgage money may be more difficult to obtain this year.

Mr. Winters noted that 10 per cent, or 350,000, of Canada's homes are 75 years old. He estimated that in the next quarter century 3,400,000 new homes will be built at an average rate of 136,000 a year, a figure "well within our physical capacity".

3 NEW TITLES

No. 38 Welder

Catalogue No. L43-3856

**No. 39 Careers in Home
Economics**

Catalogue No. L43-3956

**No. 40 Occupations in Aircraft
Manufacturing**

Catalogue No. L43-4056

CANADIAN OCCUPATIONS Monographs and Pamphlets

10 cents per copy

Other Titles in the Series

TITLE	Catalogue No.
1 Carpenter	L43-01
2 Bricklayers and Stone-masons	L43-0254
3 Plasterer	L43-0354
4 Painter	L43-04
5 Plumber, Pipe Fitter and Steam Fitter	L43-05
6 Sheet-metal Worker	L43-0654
7 Electrician	L43-0754
8 Machinist and Machine Operator (Metal)	L43-08
9 Printing Trades	L43-0950
10 Motor Vehicle Mechanics and Repairmen	L43-10
11 Optometrist	L43-1150
12 Social Workers*	L43-12
13 Lawyer*	L43-1351
14 Mining Occupations	L43-14
15 Foundry Workers	L43-15
16 Technical Occupations in Radio and Electronics	L43-16
17 Forge Shop Occupations	L43-17
18 Tool and Die Makers	L43-18
19 Railway Careers	L43-19
20-35 Careers in Natural Science and Engineering (1 volume)**	L43-2053
36 Hospital Workers (other than professional)	L43-3654
37 Draughtsman	L43-3755
* No pamphlet	
** Price 25 cents	

Each monograph, prepared by the Economics and Research Branch, Department of Labour, is designed primarily for the use of those engaged in the vocational guidance of young Canadians, and traces the history of the trade, its apprentice needs, qualifications for entry, employment opportunities, etc. Accompanying pamphlets are written in simpler form for reading by young persons themselves. Both monographs and pamphlets are available from the Queen's Printer, c/o Superintendent of Publications.

Fatal Industrial Accidents in Canada during the Fourth Quarter of 1955

Fatalities* decreased by 74 from the previous three-month period. Of 332 accidental deaths in the quarter, 64 occurred in construction, 62 in transportation, 50 in mining, 44 in logging and 41 in manufacturing

There were 332¹ industrial fatalities in Canada in the fourth quarter of 1955, according to the latest reports received by the Department of Labour. This is a decrease of 74 fatalities from the previous quarter, in which 406 were recorded, including 16 in a supplementary list.

During the fourth quarter there were five accidents that resulted in the deaths of three or more people in each case. Four of these were accidents that involved watercraft. On November 3, seven men aboard the coastal freighter *Mable Dorothy* were lost at sea when their ship ran aground on Horse Island off the coast of Newfoundland while en route from Roddickton, Nfld., to North Sydney, N.S. Seven men, all employees of a large construction firm, were drowned on November 6 when the dredge *Fundy* sank in the St. Lawrence River near Rimouski, Que. At the time of the mishap the dredge was being towed to Montreal, Que., from Catalina, Nfld. In an accident at sea on November 10 four fishermen lost their lives when the seiner *Westerner* was battered by heavy seas in the Gulf of Georgia. Three of the men died from carbon monoxide poisoning when they were trapped in the sleeping cabin and the fourth is missing and presumed to have been washed overboard. At Quirke Lake, Ont., three diamond drillers were drowned on November 15 when their heavily laden boat upset during a snowstorm. On December 12, three workmen employed by the federal Government at Ottawa, Ont., were killed when a connection on a steam boiler broke and scalded them to death with live steam.

Grouped by industries, the largest number of fatalities, 64, was recorded in the construction industry. This includes 29 in buildings and structures, 19 in highway and bridge construction and 16 in miscellaneous construction. In the fourth quarter last

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries that are covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

year 68 fatalities were recorded in this industry, including 24 in miscellaneous construction, 23 in buildings and structures and 21 in highway and bridge construction.

In the transportation industry, accidents were responsible for 62 deaths. Of these, 22 were in steam railways, 18 in water transportation and 17 in local and highway transportation. During the same period of 1954, 52 deaths were reported: 20 in steam railways, 18 in local and highway transportation and 12 in water transportation.

During the quarter under review, accidents in mining caused 50 deaths, 32 occurring in metalliferous mining and nine in each of the coal and non-metallic mineral mining groups. In the same period last year, 59 fatalities were recorded in this industry. These included 27 in metalliferous mining, 17 in coal mining and 15 in non-metallic mineral mining.

In the logging industry 44 workers died as a result of accidents, a decrease of five from the 49 reported during the previous

(Continued on page 416)

*See Tables H-1 and H-2 at back of book.

¹ The number of industrial fatalities that occurred during the fourth quarter of 1955 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures as shown include 71 fatalities for which no official reports have been received.

Meeting of World Organizations Interested in the Handicapped

Representatives of 24 non-governmental associations attend two-day conference, reaffirm number of resolutions adopted in previous years. Attention called to 1955 ILO recommendation regarding rehabilitation

The Conference of World Organizations Interested in the Handicapped attended by representatives of 24 non-governmental organizations, held a two-day meeting at UN Headquarters early in March.

The Conference reaffirmed a number of resolutions adopted in previous years, notably one on the subject of the educational needs of blind youth. Resolutions dealing with the training of teachers for handicapped children, medical rehabilitation for the disabled, the need for social rehabilitation, the recognition of the disabilities of infants at the early stage, and on United Nations technical activities, were also reaffirmed.

The Conference decided to ask the UN Technical Assistance Board to extend necessary services to ensure the fullest application of safety measures to prevent industrial accidents and disablement of workers and to ensure the provision of adequate services for the rehabilitation of the disabled.

Another resolution drew the attention of all member organizations of the Conference and other appropriate world organizations to the recommendation regarding vocational rehabilitation of the disabled which was adopted unanimously by the International Labour Conference in 1955, and urged that these bodies should take an active interest in the early implementation of the ILO recommendation in all countries.

The Conference also agreed to a resolution proposing that information be collected and exhibits of various types of devices and appliances be organized to aid interested organizations and governments in their rehabilitation programs.

Most of one morning meeting was devoted to a discussion about industrialization as related to labour, led by Willis C. Gorthy, Director of the Institute for the Crippled and Disabled, New York, who cited factors favourable for the handicapped in the industrial community and

others that present problems. He listed two elements in modern civilization that have combined to open up vast new horizons for the handicapped: (1) the ability of modern medicine to restore to a useful degree the physical capacity that has been impaired by disease or accident, and (2) the potential created by mechanization that permits a person with an impairment to do a creditable job in competitive employment.

Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Department of Labour, was a member of the panel. He said that as industrialization takes place workmen's compensation must be part of the whole process, and employers, in estimating the cost of their product, should include the cost of compensation. No workmen's compensation system is sound unless it is based on accident prevention and aimed at the speediest possible recovery and re-employment of the worker, he said.

Dr. R. L. Coigny of the World Health Organization outlined briefly recent activities of WHO in the field of help and assistance to the physically handicapped and in the prevention of disease and accidents which would provoke a physical deficiency.

Addresses were also given by John M. Convery, of the National Association of Manufacturers, Employee Relations Division, New York; Joseph F. Clunk, Managing Director, Philadelphia Branch, Pennsylvania Association for the Blind; W. Kemsley, International Confederation of Free Trade Unions; Col. E. A. Baker, of the World Council for the Welfare of the Blind, New York; Donald V. Wilson, International Society for the Welfare of Cripples; Robert Barnett, World Council for the Welfare of the Blind; and Dr. Boris Pliskin, of Malben, Israel.

50 Years Ago This Month

Reduced hours of work, increased wages reported in many parts of Canada. W. L. Mackenzie King, Deputy Minister of Labour, reports on false representations to induce U.K. printers to emigrate to Canada

Some cases of reductions in hours and increases in wages in a number of trades and occupations were reported in the *LABOUR GAZETTE* of April 1906.

Carpenters at Fredericton had their hours reduced to nine a day, while a group of bookbinders in Quebec City had their hours reduced from ten to eight a day. The daily hours of printers in Moose Jaw were also reduced to eight.

At Berlin, Ont., bricklayers and masons had their wages raised from 38 to 40 cents an hour; and boilermakers at St. Thomas and car builders employed by the CPR in Montreal, one cent an hour. In Toronto, a three-year agreement was reached between the tailors' union and the tailors' section of the Retail Merchants' Association under which the wages of some 220 men were raised 5 per cent.

Increases of \$2 a week for some foremen employed by the City of London, of 10 cents a day for policemen in Brantford, and an unspecified increase for policemen in Toronto were reported. In Toronto, a by-law was passed making \$2 for a nine-hour day the minimum for labourers employed by the city.

Master barbers in Quebec City increased the price of haircuts from 15 to 20 cents but the earnings of journeymen barbers were not affected.

Unseasonably cold weather in the latter part of March checked the expansion of employment usual in that month in building and railway construction, while navigation on the Great Lakes remained closed until the end of the month. Farm work was also delayed. The cold weather, however, favoured lumbering operations in Ontario, Quebec, and the Maritimes. Teamsters were in demand in the lumber camps of New Brunswick in 1906, and the price for a driver and team, which formerly had ranged from \$30 to \$40 a month with board, rose to \$50 a month or more with board.

In February 1906, a memorial was addressed to the British Government by 37 printers in Winnipeg, and referred by that Government to the Government of

Canada, in which the signers complained that they had been induced to come to Canada from England in November 1905 through false representations made to them in Great Britain. This complaint was investigated by the then Deputy Minister of Labour, W. L. Mackenzie King.

According to Mr. King's report it appeared that the printers were persuaded to come to Canada by a certain Charles Brunning, who claimed to be an agent of the Winnipeg Printers' Board of Trade. Mr. Brunning had got into touch with the printers through advertisements in a number of English newspapers, and, on each of the men having produced a "satisfactory reference", he had given each man a written guarantee of employment in Winnipeg at his trade at stated rates of wages. In all except one or two cases, where a period of two years was mentioned, the guarantee was for permanent employment.

As soon as they arrived in Canada these men heard rumours that there was a printers' strike in Winnipeg, and that they were destined to act as strike-breakers. Mr. Brunning, however, assured them that the strike had been settled.

At Fort William the men learned that the strike was still on. At Kenora, where their car was left behind for the night, the men were interviewed and engaged by agents of the employers in Winnipeg. When they arrived in Winnipeg, where they were not ill received by the strikers, they had no alternative but to work for a time. They found, however, that the "guarantees" of work which they had been given were "not worth the paper they were written on".

The Parliament of Canada had in the previous year passed an Act respecting False Representations to Induce or Deter Immigration, which was intended to prevent fraudulent practices of the kind complained of in this case. But the Act was naturally applicable only to Canada.

International Labour Organization

Three ILO Committees to Meet

Canadian delegates named to sessions of Building, Civil Engineering and Public Works Committee, Petroleum Committee, Coal Mines Committee

Three International Labour Organization Industrial Committees* are meeting this month and next. The Canadian delegations to all three were announced last month.

The Fifth Session of the ILO Petroleum Committee will be reconvened at Geneva April 4 to 14. The Sixth Session of the ILO Coal Mines Committee will be held at Istanbul, Turkey, from April 30 to May 12, and the Fifth Session of the ILO Building, Civil Engineering and Public Works Committee, at Geneva from May 14 to 26.

The Petroleum Committee's Fifth Session was opened last April 25 at Caracas, Venezuela, but was adjourned when Venezuela failed to reverse its expulsion of a workers' representative on the ILO Governing Body (L.G., July 1955, p. 819). Worker organizations in Canada, the United Kingdom, the United States and Mexico had declined to nominate representatives to the Caracas meeting because Venezuela was holding certain labour leaders in jail without trial.

The Canadian delegation to this committee meeting was announced as follows:—

Government Delegates—Bernard Wilson, Assistant Director, Industrial Relations Branch, Department of Labour; and Marcel Guay, Regional Superintendent, Unemployment Insurance Commission, Montreal.

Employer Delegates—A. C. Harrop, Manager, Department of Employee Relations, Imperial Oil Limited, Toronto; and R. F. Hinton, Personnel and Industrial Relations Manager, Shell Oil Company of Canada Limited, Toronto.

Worker Delegates—M. L. German, President, Canadian District Council of the Oil, Chemical and Atomic Workers International Union (CIO-CCL), Saskatoon;

and Gordon McIlwain, Vice-president, International Chemical Workers' Union (AFL-TLC), Toronto.

Contract labour in the petroleum industry and human relations in the petroleum industry are two subjects to be discussed at the meeting.

The Coal Mines Committee will be discussing safety in coal mines and recruitment and vocational training in coal mines.

The Canadian delegation to this committee will comprise:—

Government Delegate—R. E. Anderson, Deputy Minister, Nova Scotia Department of Labour, Halifax.

Employer Delegates—N. T. Avard, President, Joggins Coal Company Limited, Amherst, N.S.; and David G. Burchell, General Manager, Bras d'Or Coal Company Ltd., Bras d'Or, N.S.

Worker Delegates—Dan Radford, Regional Director, Canadian Congress of Labour, Vancouver; and Don Nicholson, General Representative, Canadian Congress of Labour, Stellarton, N.S.

The Building, Civil Engineering and Public Works Committee will be discussing safety in the construction industry, and national housing programs and full employment.

The Canadian delegation will comprise:—

Government Delegates—J. L. MacDougall, Industrial Relations Branch, Department of Labour; and Gil Schonning, Manpower Analysis Division, Economics and Research Branch, Department of Labour.

Employer Delegates—Raymond Brunet, Ed. Brunet & Sons Ltd., Hull, Que., and J. M. Soules, President, Soules Construction Ltd., Toronto.

Worker Delegates—Omer Chevalier, Treasurer, National Federation of Building and of Construction Materials Trades (CCCL), Quebec; and Harry Colnett, General Organizer, Brotherhood of Painters, Decorators and Paperhangers of America (AFL-TLC), Toronto.

*ILO Industrial Committees were inaugurated in 1945 to deal with the particular problems of some of the most important international industries.



TEAMWORK in INDUSTRY

Walter Reuther recently said:—

"I'm in favour of regular meetings between union representatives and top company officials to discuss matters that are *NOT* a part of the labour contract but are of common interest to both sides. For this purpose I have supported the setting up within each industry of joint labour-management committees or councils at the national, state and local levels."

Pointing out that at times his proposals have been "widely misrepresented," Mr. Reuther went on to say:

"All I am proposing is that management and labour representatives within a given industry meet periodically to consider policies and problems in which they have a common stake, and in connection with which they have a responsibility to the general public. Out of such meetings, I'm convinced, would come new understanding and a better basis for the solution of common problems."

* * *

Union and management personnel in the civic administration in Calgary, Alta., where several labour-management committees are in operation, find that although their committees "are still in their infancy, they play a very necessary role in the civic services".

It has been observed, according to the magazine, *Civic Employees*, publication of these committees, that the getting together of various representatives from different parts of the service gives a big lift and tremendous impetus to the structure as a whole, and their discussions around the conference table tend to reduce problems to simple matters of organization in most instances.

* * *

One of the reasons why Carl Linneborn, shop steward for the International Printing, Pressmen and Assistants' Union of North America, Local 540, at Robinson Industries, Limited, Hamilton, Ont., likes labour-management committees, is that:

"They give management and employees a chance to get together and to bring their

suggestions before a group that is there for the purpose of hearing and acting upon them."

That situation, he finds, has brought about a better understanding between management and employees.

J. S. Baker, President and General Manager of the firm, finds that co-operation and mutual understanding have stemmed from the operation of the labour-management committee.

"Our committee," he says, "has given our fellow workers a better opportunity to help in the daily production problems, and it has shown them that management is vitally interested in improving working conditions in our plant."

* * *

One of the highlights of 1955 for members of the Mutual Interest Board of the Bathurst Power and Paper Company, Limited, Container Division, of St. Laurent, Que., was their "Open House" party.

Primarily, the party was held for the local employees of the firm, their families, and a group from the company's head office in Montreal. Main objective of the party was to get them to know each other better, and also to become better acquainted with each other's work and problems. Some 1,200 persons attended the party.

A credit to the Mutual Interest Board was the speed and efficiency that went into the planning and preparations for the event, which required less than two weeks.

* * *

Morley Harrington, a labour representative on and vice-chairman of the labour-management committee at Tudhope Specialties, Limited, Orillia, Ont., finds that since the committee began functioning at the plant, management and labour have come to understand each other's point of view, and this has made it easier to handle production problems as they arise.

"As long as such a harmonious relationship continues," he asserts, "only good can come from having the labour-management committee in our shop."

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

As the Canada Labour Relations Board held its January meetings on January 31 and February 1 (L.G., March, p. 290), the Board did not meet again in February. During the month, the Board received the following ten applications for certification:—

1. Canadian Air Line Pilots Association, on behalf of a unit of pilots employed by Pacific Western Air Lines, Vancouver (Investigating Officer: G. R. Currie).

2. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of unlicensed personnel employed by Canadian National Railways aboard the SS *Bluenose*, operated by the company in its Yarmouth-Bar Harbour Ferry Service (Investigating Officer: Remi Duquette).

3. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by Canadian National Railways aboard the SS *Bluenose*, operated by the company in its Yarmouth-Bar Harbour Ferry Service (Investigating Officer: Remi Duquette).

4. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of longshoremen employed at Vancouver by West Indies Wharf (United Keno Hill Mines Limited and Cassiar Asbestos Corporation Limited) (Investigating Officer: G. R. Currie).

5. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of longshoremen employed

at Vancouver by British Yukon Navigation Company Limited, Whitehorse, Y.T. (Investigating Officer: G. R. Currie).

6. Building Material, Construction and Fuel Truck Drivers' Union, Local 213, on behalf of a unit of truck drivers employed by British Yukon Navigation Company Limited, Whitehorse, Y.T. (Investigating Officer: D. S. Tysoe).

7. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard tugs owned and operated by Island Tug and Barge Limited, Victoria, B.C. (Investigating Officer: D. S. Tysoe).

8. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard tugs owned and operated by Young and Gore Tugboats Limited, Vancouver (Investigating Officer: D. S. Tysoe).

9. National Association of Marine Engineers of Canada, Inc., District Council No. 4, on behalf of a unit of marine engineers employed aboard tugs owned and operated by Island Tug and Barge Limited, Victoria, B.C. (Investigating Officer: D. S. Tysoe).

10. National Association of Marine Engineers of Canada, Inc., District Council No. 4, on behalf of a unit of marine engineers employed aboard tugs owned and operated by Young and Gore Tugboats Limited, Vancouver (Investigating Officer: D. S. Tysoe).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During February, the Minister appointed conciliation officers to deal with the following disputes:—

1. Quebec and Ontario Transportation Company Limited, Montreal, and National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern Division) (Conciliation Officer: R. Trépanier).

2. Association of Lake Carriers (Canada Steamship Lines Limited; N. M. Paterson & Sons Limited; Colonial Steamships

Limited; Hall Corporation of Canada Limited) and the Canadian Merchant Service Guild, Inc. (Conciliation Officer: F. J. Ainsborough).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

3. Canadian Marconi Company, Montreal, and Canadian Marine Radio Division No. 59, Commercial Telegraphers' Union (Conciliation Officer: R. Trépanier).

4. Association of Lake Carriers (Canada Steamship Lines Limited; Upper Lakes and St. Lawrence Transportation Company Limited; N. M. Paterson & Sons Limited; Colonial Steamships Limited; Misener Holdings Limited; Hall Corporation of Canada Limited; Norris Transportation Company Limited; Mohawk Navigation Company Limited; Beaconsfield Steamships Limited) and National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern Division) (Conciliation Officer: F. J. Ainsborough).

5. Quebec Paper Sales & Transportation Company, Limited, Donnacona, Que., and

Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier).

Settlements Reported by Conciliation Officers

1. Expressway Truck Lines (Canada) Limited, Vancouver, and General Truck Drivers and Helpers Union No. 31 (Conciliation Officer: G. R. Currie) (L.G., Jan., p. 77).

2. Westward Shipping Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie) (L.G., Jan., p. 77).

Conciliation Boards Appointed

1. Shipping Federation of British Columbia, Vancouver, B.C., and International Longshoremen's and Warehousemen's

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

Relations and Disputes Investigation Act

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Union, Local 510 (Conciliation Officer: G. R. Currie) (L.G., Dec. 1955, p. 1385).

2. Quebec Paper Sales & Transportation Company, Limited, Donnacona, Que., and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier) (see above).

3. Association of Lake Carriers, Port Colborne, Ont. (Canada Steamship Lines Limited; Upper Lakes and St. Lawrence Transportation Company Limited; N. M. Paterson & Sons Limited; Colonial Steamships Limited; Misener Holdings Limited; Hall Corporation of Canada Limited; Norris Transportation Company Limited; Mohawk Navigation Company Limited; Beaconsfield Steamships Limited) and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: F. J. Ainsborough) (see above).

4. *La Tribune Ltée* (Radio Station CHLT), Sherbrooke, Que., and Sherbrooke Printing Trades Syndicate, Inc. (Conciliation Officer: R. Trépanier) (L.G., Feb., p. 180).

5. Association of Lake Carriers (Canada Steamship Lines Limited; Colonial Steamships Limited; N. M. Paterson & Sons Limited; Upper Lakes and St. Lawrence Transportation Company Limited; Hall Corporation of Canada Limited; Mohawk Navigation Company Limited; Beaconsfield Steamships Limited) and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough) (L.G., March, p. 291).

Conciliation Board Fully Constituted

1. The Board of Conciliation and Investigation established in February to deal with matters in dispute between the Association of Lake Carriers (Canada Steamship Lines Limited; Colonial Steamships Limited; N. M. Paterson & Sons Limited; Upper Lakes and St. Lawrence Transportation Company Limited; Hall Corporation of Canada Limited; Mohawk Navigation Company Limited; Beaconsfield Steamships Limited) and Seafarers' International Union of North America, Canadian District (see above) was fully constituted in the same month with the appointment of His Honour Judge Walter Little, Parry Sound, Ont., as Chairman. Judge Little was appointed by the Minister on the joint recommendation of the other two members, J. C. Adams, QC, and John Raymond, both of Toronto, who were previously appointed on the nomination of the Association of Lake Carriers and the Union respectively.

Settlement Following Board Report

1. Canadian Pacific Air Lines Limited and Canadian Air Line Flight Attendants' Association (L.G., Sept. 1955, p. 1040).

Strike Following Board Procedure

1. Kawartha Broadcasting Company Limited (Radio Station CHEX, Peterborough, Ont.) and National Association of Broadcast Employees and Technicians (L.G., Feb., p. 180).

Fatal Industrial Accidents

(Continued from page 409)

three months. During October, November and December last year 50 employees lost their lives in the logging industry.

Accidents in manufacturing were responsible for 41 deaths. Of these, seven were in paper products, six in wood products and five in each of the food products, iron and steel products and transportation equipment groups. During the same period of 1954, 55 deaths were reported: 13 in iron and steel, nine in wood products and eight in transportation equipment.

There were 21 accidental deaths in the service industry, a decrease of five from the 26 reported in the same period last year. During the third quarter of 1955, 21 persons lost their lives in this industry.

An analysis of the causes of these 332 fatalities shows that 91 (27 per cent) of the victims had been involved in "collisions, derailments, wrecks, etc." Within this

group the largest number of deaths was caused by automobiles and trucks (31), watercraft (28), and tractors, loadmobiles, etc. (16). In the classification "struck by tools, machinery, moving vehicles or other objects," 86 (26 per cent) of the deaths were recorded; of these, 59 were in the category "other objects," 19 involved "moving vehicles" and eight were a result of accidents involving "tools, machinery, etc." "Falls and slips" were responsible for 64 fatalities during the period; 61 of the deaths were caused by falls to different levels.

By province of occurrence the largest number of fatalities was in Ontario, where there were 104. In Quebec there were 72 and in British Columbia 64.

During the quarter under review, there were 100 fatalities in October, 140 in November and 92 in December.

Legal Decisions Affecting Labour

Courts in Canada deal with jurisdiction of provinces to compel the observance of holy days, the meaning of labour relations law as to employees' right to decertification, the constitution of bargaining committees, and a union member's "right to work". U.S. court issues new ruling as to "working hours" under the Fair Labor Standards Act

The Supreme Court of Canada has ruled that a Quebec statute enabling municipalities to pass by-laws compelling retail stores to close on holy days is criminal law and *ultra vires* of the province. In another case, it held that the Saskatchewan Labour Relations Board's rejection of a decertification application on irrelevant grounds amounted to a refusal to perform its statutory duties.

The Saskatchewan Court of Appeal held that a company could not lawfully refuse to bargain collectively because the bargaining committee included employees of a competitor.

A judge of the Newfoundland Supreme Court, in refusing an injunction, held that a union member's "right to work" is subject to union rules.

The United States Supreme Court found that clothes changing and showering in battery plants and knife sharpening in packing plants are indispensable activities and compensable even when performed before or after a work shift.

Supreme Court of Canada...

... finds that legislation requiring retail stores to observe holy days is beyond provincial powers

The Supreme Court of Canada on October 19, reversing a decision of the Quebec Court of Queen's Bench, Appeal Side, held that the Quebec legislation authorizing municipal by-laws to order stores to be closed on specified Catholic holy days is *ultra vires*, as is any by-law founded on the legislation.

The decision was unanimous. Mr. Justice Fauteux gave reasons for decision, with which four members of the Court concurred. Mr. Justice Rand and Mr. Justice Kellock gave separate reasons, Mr. Justice Locke concurring with Mr. Justice Kellock.

Mr. Justice Fauteux described the facts out of which the issue arose. In 1949 the Quebec Legislature amended the Early Closing Act, legislation that empowered municipalities to set the closing hours of stores, by adding the following provision:

The Municipal Council may order, by by-law, that these stores be closed all day on New Year's day, on the festival of the Epiphany, on Ascension day, All Saints day, Conception day and on Christmas day.

On the authority of this amendment the Montreal City Council on November 2, 1951, amended the store-closing by-law to require stores in the city of Montreal to be closed on these days. A number of stores contested the validity of the by-law and the legislation on which it was founded. The trial judge considered that the purpose of the legislation was to compel the observance of the days mentioned because of their religious significance, and that such legislation, like laws requiring the observance of Sunday, came within the criminal law, and was therefore outside of the jurisdiction of the provincial legislature. This judgment was reversed on appeal, the majority upholding the validity of the law, with two dissenting judges accepting the reasons of the trial judge.

The stores that brought the appeal argued before the Supreme Court that the object of the law was the promotion of the observance of religious feast days because of their religious significance to the majority of the people in the province. The Attorney General submitted that the law was primarily directed towards improving working conditions of store employees by giving them six additional holidays. The City claimed that the real purpose of the

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

regulation was that all the stores in the city should be open or closed at the same time in the best interests of the proprietors and that they be closed during certain hours and during certain days for the welfare of the employees.

Mr. Justice Fauteux said that in determining the nature and character of challenged legislation, not only the text of the enactment, but its history, the facts on the record and those of which judicial notice can be taken must be examined. Before the amendment in 1949, the Early Closing Act authorized municipal councils in the province to regulate the closing hours of stores. It did not authorize regulations requiring stores to be closed for a whole day. The constitutionality of that law was upheld in *City of Montreal v. Beauvais* (1909) 42 SCR 211 on the grounds that it was legislation in relation to civil rights.

The Act as amended in 1949 permitted city councils to pass by-laws requiring stores to be closed on six specified days, for the whole day. The six specified days are, according to canon law, feast days of obligation, and they are the only feast days of obligation except Sundays.

The amendment made fundamental changes as to the character and nature of the legislation, so that the constitutional issue before the Court in this case was entirely different from that before the Court in 1909. In the 1949 amendment a clear relationship between the requirements of the law and the required religious observances is evident. If the Legislature had intended only to provide for six additional holidays to store employees, why did they name the religious feast days and only those days, and why did they not provide, according to the usual legislative practice in respect to holidays, that in the case of one of these feast days falling on Sunday, the store would be closed on the following day? He agreed with the trial judge and the minority of the appeal court that the legislation was clearly not legislation in relation to working conditions.

It remained to determine whether legislation permitting regulation of the observance of religious feast days in the manner indicated comes within the criminal law.

It was not disputed that Sunday observance legislation in Canada as in England is a matter of criminal law and is in Canada under the exclusive jurisdiction of Parliament. Legislation requiring observance of certain feast days enacted in England before and after the Reformation has been treated there on the same footing as Sunday observ-

ance legislation and hence as part of the criminal law. It must be so considered in determining the distribution of legislative power under the BNA Act.

Mr. Justice Fauteux considered also that the legislation met the test of criminal law stated by Lord Atkin in *Proprietary Articles Trade Ass'n. v. A.-G. Can.*, (1931) 2 DLR 9: "Is the act prohibited with penal consequences?"

There is no doubt, he said, that a provincial Legislature, like Parliament, has power to prohibit and to punish the commission or the omission of certain acts. They have it by virtue of Section 92 (15) of the BNA Act which reads:

15. The imposition of Punishment by Fine, Penalty, or Imprisonment *for enforcing any Law of the Province made in relation to any Matter coming within any of the Classes of Subjects enumerated in this Section.*

The italicized words distinguish the nature of the act or omission prohibited and punished by the Legislature pursuant to this power, from the nature of the act or omission prohibited and punished by Parliament by virtue of its exclusive jurisdiction in criminal matters. In the case of the Legislature the prohibition with penal sanction is authorized not as an end in itself but as a means of assuring the carrying out of regulations which it is within the competence of the Legislature to impose, and which in fact are imposed in the same statute, as in the Alcoholic Liquor Act. In the case of Parliament, in the exercise of its power over criminal law, the prohibition and penalty are imposed not as a means of attaining an end, but in recognition of what, in its eyes, is required by the common good, security or moral order, for example the prohibition of murder in the Criminal Code. It is in this latter category that the feast day legislation, like Sunday observance legislation, falls. It is essentially prohibitive and not regulatory. The fact that Parliament has not legislated upon it does not make the provincial law valid.

Mr. Justice Rand, Mr. Justice Kellock and Mr. Justice Locke likewise held the legislation invalid as being within exclusive federal power in relation to criminal law, but further would have held it invalid for the reason that it is legislation in relation to religion and likewise for that reason beyond provincial authority to enact. *Henry Birks & Sons (Montreal) Ltd. et al. v. Montreal and Attorney-General of Quebec*, (1955) 5 DLR 321.

Supreme Court of Canada...

...holds board failed to perform statutory duties in refusing decertification on irrelevant grounds

On November 15, 1955, the Supreme Court of Canada confirmed a decision of the Saskatchewan Court of Appeal granting the application of a retail store and its employees for a writ of *mandamus* to direct the provincial Labour Relations Board to reconsider a request for decertification of the employees' bargaining agent. The Court held that the Board's rejection of the application on irrelevant grounds amounted to a refusal to discharge its statutory duties and that the order requiring the Board to reconsider was properly made.

Mr. Justice Locke gave reasons for the decision, with which the other four judges who heard the case concurred. He first set out the facts of the case. On January 13, 1953, the Saskatchewan Labour Relations Board had certified the Saskatchewan Joint Board, Retail, Wholesale and Department Store Union, as bargaining agent for the F. W. Woolworth store in Weyburn, Sask. On June 9, 1953, nine employees, asserting they were the majority of the employees, applied to the Board for a decertification order on the ground that the Union was no longer supported by a majority of the employees in the store. The application, which was opposed by the Union, came up for hearing on July 21, 1953, and was dismissed on the ground that it was premature.

A second application for decertification was filed on December 9, 1953, by 13 of the 19 employees giving the same reasons as before. After hearings on January 5, 1954, and on February 9 and 10, 1954, the Board reserved its decision until March 9, 1954, when it dismissed the application. Its reasons were that the application was not shown to be supported by a majority of the employees and was theirs in form only, being in reality made on behalf of the employer. This was a majority decision; three members of the Board favoured the taking of a representation vote.

Mr. Justice Locke then considered the Board's arguments. He said that the evidence showed conclusively that the application was made and supported by a majority of the employees. The Board misconceived the rights given to employees by the Act, he said, in holding that if, in endeavouring to assert those rights they received help from their employer, those rights were forfeited. In any case, there was no proof that they had received financial help from their employer in making the applications. The employees'

rights were not affected if the employer sympathized with their desire to rid themselves of an unsatisfactory bargaining representative.

His Lordship said that the employees were given the right to bargain collectively with their employer through representatives of their own choosing. There was nothing in the Act or in the rules governing its administration which defined the time or restricted the manner in which that right was to be exercised except when a collective agreement had been entered into. The Union had failed to negotiate an agreement and therefore the employees' right to choose another representative was unaffected.

This right, of course, was to be exercised in a reasonable manner. No Court could intervene if the Board refused to consider an application for decertification until the Union had had a reasonable opportunity to negotiate a collective agreement. This was not true in this case, however. The application in question was made 11 months after certification and was not rejected because it was premature.

He said that the permissive language of Section 5, under which the Board is given power to rescind its orders, must be construed as mandatory when the Board is properly called upon to rescind a certification order. It was the duty of the Board to hear the employees' application and give effect to their statutory rights. The Board's rejection of the decertification on irrelevant grounds amounted to a refusal to discharge their statutory duties, in which case *mandamus* was properly directed. *Labour Relations Board of Saskatchewan v. The Queen ex rel. F. W. Woolworth Co. Ltd. and Slabick et al and Saskatchewan Joint Board, Retail, Wholesale and Department Store Union*, (1955) 5 DLR 608.

Saskatchewan Court of Appeal...

...holds employer can't refuse to bargain because persons employed by competitor among negotiators

On June 20, 1955, the Saskatchewan Court of Appeal dismissed the application of a wholesale hardware company for a writ of *certiorari* to quash an order of the Saskatchewan Labour Relations Board which had found the company guilty of an unfair labour practice because of its refusal to bargain collectively. The Court said there was nothing in the statute restricting the Union's choice of bargaining representatives and that the company could not refuse to bargain because the bargaining committee included persons employed by a competitor.

Chief Justice Martin gave the decision, in which three other Judges concurred. He first set out the facts of the case. On July 15, 1946, Local 454 of the Retail, Wholesale and Department Store Union was certified by the Board as the bargaining agent for the employees of Marshall Wells Co. Ltd., Regina. It was certified again on April 12, 1950. Between July 15, 1946, and December 16, 1953, the company and the union bargained collectively and entered into collective bargaining agreements.

In 1954, however, after discovering that two of the Union's representatives on the bargaining committee were employed by a business competitor, the company refused to bargain collectively. The Union then applied to the Labour Relations Board for an order charging the company with an unfair labour practice. In reply, the company stated that two of the Union's representatives were not duly authorized and could not bargain in good faith by reason of their employment with a competing company. The company also said that if these representatives were replaced by persons who were not employees or representatives of a business competitor, it would be ready and willing to bargain collectively.

The Labour Relations Board held that there was nothing in the Trade Union Act to justify the company's refusal to bargain collectively and found it guilty of an unfair labour practice. The company then applied for a writ to quash the order of the Board.

The Chief Justice stated that although the main question for the Court to decide was the Board's interpretation of the Trade Union Act, he would deal first with the Board's contention that the Court could not review the Board's decision by way of *certiorari* proceedings even if it was wrong in its construction of the statute. In support of this argument, counsel for the Board quoted from a number of Canadian and English cases where the Courts had limited the right of appeal from the decisions of statutory tribunals whom the legislature had made the final judges on certain matters. One of the cases cited was *R. v. Minister of Health Ex p. Glamorgan County Mental Hospital*, [1938] All E.R. 32, in which the Judge held that when the statute provided that the Minister's decision should be final, his decision construing the provisions of the Act could not be questioned by the granting of a writ of *certiorari*. This decision was cited in *R. v. Ludlow Ex p. Barnsby Corp.*, [1947]

All E.R. 880 by Lord Goddard, who also said:

A person who is aggrieved by a decision of one of these statutory tribunals can only apply to the court for relief by way of *certiorari* to bring up the order and quash it if the tribunal has acted outside its jurisdiction. It is now settled law that if the tribunal is acting within its jurisdiction, absence of evidence does not affect its jurisdiction to deal with a case nor does a misdirection of the tribunal to itself in considering the evidence, nor does a wrong decision in point of law.

The Chief Justice thought these decisions were inconsistent with more recent cases. In *R. v. Northumberland Compensation Appeal Tribunal*, [1951] 1 K.B. 711, a decision which was affirmed by the Appeal Court, it was held that the Divisional Court has jurisdiction to quash by *certiorari* the decision of an inferior tribunal where the latter has embodied the reasons for its decision in the order and these decisions are wrong in law; it was also held that *certiorari* is not a remedy which can be granted only where an inferior tribunal has acted without or in excess of its jurisdiction. In the Court of Appeal it was held that an order of *certiorari* can be granted to quash a decision of an inferior Court such as a statutory tribunal on the ground of error on the face of the record. Chief Justice Kerwin referred to this decision with approval in *Labour Relations Board B.C. v. Can. Safeway Ltd.* (L.G., 1953, p. 1170) and Mr. Justice Kellock also quoted from it in the same case.

Chief Justice Martin was therefore of the opinion that the order of the Board declaring the unfair labour practice could be quashed if it was wrong in law. After considering the provisions of the Act, however, he concluded the Board was right in its construction of the statute.

He found nothing in the Act restricting the employees' choice of bargaining representatives. The Act plainly stated that persons other than employees of the employer could be bargaining representatives. If the Act did not exclude employees of competing firms it was not the function of the Court to question the wisdom of the Legislature.

Mr. Justice McNiven agreed with the conclusions of the Chief Justice as to the nature and scope of a writ of *certiorari* but not with his interpretation of the Trade Union Act. He thought the bargaining committee was improperly constituted and that the company was justified in refusing to bargain with it.

He said the underlying principle of the Act was bargaining collectively which meant

bargaining in good faith. This could not be done when employees of a competing company were on the bargaining committee and when the company would be forced to disclose confidential information which could be used against it. In his opinion the Act did not intend to give the Union an unfettered discretion in its choice of representatives.

He would have found the company not guilty of an unfair labour practice and would have quashed the order. *Marshall-Wells Co. Ltd. v. Retail, Wholesale and Department Store Union Local 454* [1955] 4 DLR 591.

Newfoundland Supreme Court...

...refuses injunction to restrain truckers' union from interfering with a member's "right to work"

On September 19, 1955, Judge Dunfield of the Newfoundland Supreme Court dismissed an application by a truckman for an interim injunction to restrain the truckmen's union from interfering with his right to work until trial of an action he had taken against the union.

In giving reasons for his decision, Judge Dunfield related the facts that led to the application. The St. John's Truckmen's Protective Union is an old trade union which started in the days of the horse and cart. At present it consists of master truckmen, operators of from one to several motor trucks.

A local company which deals in building materials (O'Leary's) employed Roche, a member of the union, to haul building materials. The company dismissed him on the ground that his trucks were dirty and thus damaged the dressed lumber and wall-board; it employed another member of the union, Mugford, in his place.

After about a week a union delegate and the union president told O'Leary's and Mugford that they considered Roche had been unjustly dismissed and that neither Mugford, nor any member of the union, would be allowed to work in Roche's place.

Mugford stated on affidavit that he was told by the president that if he continued to work for O'Leary's he would be fined and expelled from the union. He claimed to have lost about \$750. He said that his living and that of his six employees was bound up with his membership in the union. He said that he would lose O'Leary's as a customer, because they said if they could not choose their truckmen they would be compelled to invest in trucks of their own.

Mugford then took action against the union asking for an injunction restraining the union from interfering with his right

to work, and in particular, his right to work for O'Leary's; and for a declaration that Rule 4, Section 3 of the rules and by-laws of the union is void as being against public policy, and as being an attempt to usurp the jurisdiction of the Courts, and as being contrary to natural justice.

Rule 4, Section 3, reads: "No member of this union shall be permitted to work for or with a person or firm which has unjustly dismissed or suspended another union member." Other rules provide that any member who does not abide by the rule shall be dealt with by the executive, who shall have power to fine, suspend or expel him. The executive consists of the president and seven other officers, who are elected annually by ballot, and a committee of three appointed annually by the officers. Another rule provides that all complaints made by a member of the union against a brother member for violation of the rule shall be tried by a committee of seven members chosen by the president from the union. The decision of the committee is final.

Summing up the present state of the matter, the judge said:

Nothing would seem to have occurred so far except that the president and delegate have threatened to take some steps. So far as I am told, no action has been taken by the executive, nor has any disciplinary committee been appointed.

This was the background of the request for an interim injunction "that the defendant and/or its agents be restrained from interfering with the plaintiff's right to work and in particular with his right to perform services for the firm of F. M. O'Leary Ltd. until after the trial of this action or until further order".

Judge Dunfield then turned to a consideration of the principles to be applied in dealing with a request for a temporary injunction pending trial:

One has to consider primarily whether it is necessary to preserve the *status quo*, and to prevent irreparable damage being done before trial; and further, there must be a strong *prima facie* case that the plaintiff will succeed at the hearing. It must be, as we say, a fairly clear case.

In this instance irreparable damage might be done before trial, because the plaintiff was losing money and there would be a question whether he could recover damages from his union. Was there a strong probability of his succeeding at the trial?

If the members, which includes the officials, of the union, acting *bona fide* and without malice as I think they are, conclude that it is in their interest to withdraw their labour

from O'Leary's, they are not doing anything unlawful. And if it is not unlawful for them to do this, it is not unlawful for them to tell O'Leary's that they contemplate doing it... They cannot be compelled to work for O'Leary's if they do not want to.

And even if it were in order to grant an injunction against the two officers mentioned, we are not here dealing with one of the great foreign unions, having vast numbers of members and governed by a sort of distant bureaucracy of their own: we are dealing with a small union in a small city; the members all know each other; if it is their will to act in concert in a certain way, the fact that their leaders are forbidden to say so openly will not prevent them from acting in concert. The Court will not issue a futile injunction.

Going on to consider whether the plaintiff had "a fairly clear case", he said:

The plaintiff will ask the Court in the action to restrain the union from interfering with his "right to work," and in particular, his right to work for O'Leary's: and to say that R. 4, s. 3, is void as against public policy, an attempt to usurp the jurisdiction of the Courts, and contrary to natural justice. I have difficulty in understanding all this, and so will the Court when it comes to it. Union men who enter into rules and regulations, which are a sort of mutual contract, abridge the generality of their "right to work" by deciding to regulate themselves as a body, overriding if necessary the will of individuals. So plaintiff's "right to work", as a member, is subject to the rules.

He went on to say that Rule 4, s. 3, seems to embody one of the commonest features of union practice, and if that is contrary to public policy, every union in the world will have to be closed down. As to usurping the jurisdiction of the Courts, it cannot do so. Seeing that union rules are not a very free contract, since a man has little or no free choice as to whether he will join or not, the Court will examine their administration as between member and member, and see that fair play is given internally. If action is taken internally against a member without giving him an opportunity of being heard in his own defence and treated fairly, that will be contrary to natural justice, and will be restrained, but that is a question of proceedings under the rules, and not of the rules themselves.

This was enough to indicate, he said, that the law is complex, the exact circumstances are not yet fully known, and any result may follow. In these circumstances the application for an interlocutory injunction should be refused. *Mugford v. St. John's Truckmen's Protective Union, Hearn and Billard*, (1955) 5 DLR 644.

United States Supreme Court...

... rules that workers must be paid for activities that are "integral and indispensable" part of job

In two recent decisions under the Fair Labor Standards Act, as amended by the Portal-to-Portal Act, handed down on January 30, 1956, the United States Supreme Court ruled that employees must be paid for activities which are "an integral and indispensable part" of the principal activities which they were employed to perform, even though such activities are performed before or after the regular work shift, on or off the production line, and no collective agreement, custom or practice requires such payment.

The Court found that clothes changing and showering in a storage battery plant, where these are required as health measures because of contact with dangerously toxic materials, and knife sharpening in a meat packing plant were indispensable to the performance of productive work and part of the employees' principal activities. It rejected the employers' contention that these activities were "preliminary" or "postliminary" within the meaning of the Portal Act, for which payment is required only if a collective agreement, custom or practice so provides.

Chief Justice Earl Warren, who delivered the decision of the Court in both cases, stated that the Portal-to-Portal Act was enacted in 1947 to meet an "existing emergency" resulting from claims for portal-to-portal pay which, if allowed in accordance with the *Anderson v. Mt. Clemens Pottery Co.* case, would have created "wholly unexpected liabilities, immense in amount and retroactive in operation." In that case (L.G. 1946, p. 999), the Supreme Court ruled that employees in a pottery plant were entitled to be paid for time spent in walking from time-clock to work bench and in other preparatory activities such as changing to work clothes.

The Act established the principle that employers are not required to pay employees for time spent in walking, riding or travelling to and from the place of performance of their principal activity or in any "preliminary" or "postliminary" activities performed before or after the regular work shift unless payment for such activities is required by collective agreement, custom or practice in the establishment.

The Supreme Court's decisions upheld the Wage and Hour Division's interpretation of the Act. The actions were brought by the Secretary of Labor to obtain injunctions to require the two firms in question to keep records of, and pay for, the extra

time involved. Because of the importance of the interpretation of the portal-to-portal provisions in the administration of the Act, and because of the conflict between the decisions given in the lower courts, the Supreme Court decided to review the two cases.

In the battery plant case (*Steiner v. Mitchell*), the Chief Justice described the hazards to which production employees were exposed because of the use in the plant of lead and its compounds and sulphuric acid, and stated that "the chemicals permeate the entire plant and everything and everyone in it". In such plants it was "almost impossible" to keep lead concentration in the air "within absolutely safe limits". He pointed out that the risk even existed outside the plant because lead dust and fumes attached themselves to the skin, clothing and hair of the employees. Showering and clothes changing had thus become "a recognized part of industrial hygiene programs in the industry".

The Chief Justice noted that, as required by state law (in this case the law of Tennessee), the employer had provided showers and a locker room with separate lockers for work and street clothing. To comply with the state Workmen's Compensation Act, under which lead poisoning is a compensable occupational disease, the employer was required to carry insurance to protect against liability, and it was pointed out that the insurance carrier would not accept the risk if the employer refused to provide showering and clothes changing facilities for his employees. The Court noted also that, since sulphuric acid causes rapid deterioration in work clothing, the employer furnished without charge old but clean work clothes which the employees wore. Employees regularly changed into work clothes before starting their work and showered and changed back at the end of the work period. It was found that the time spent in these activities amounted to half an hour a day, 10 minutes in the morning and 20 minutes in the afternoon.

The Court considered that, while Congress intended to outlaw claims prior to 1947 for wages based on all employee activities unless provided for by contract or custom of the industry, including activities performed before or after regular hours of work, it did not intend to deprive employees of the benefits of the Fair Labor Standards Act where such activities are an integral part of and indispensable to their principal activities. That this was the Congressional intent was indicated very clearly in the Senate debate on the Portal Bill. This position was strengthened by

the fact that a section was added to the Act (Section 3 (o)) in 1949 which excluded from the computation of hours worked any time spent in changing clothes or washing at the beginning or end of the workday which was expressly excluded by collective agreement. "Its clear implication is," Chief Justice Warren stated, "that clothes changing and washing, which are otherwise a part of the principal activity, may be expressly excluded from coverage by agreement." It would be difficult to conjure up an instance where changing clothes and showering are more clearly an integral and indispensable part of the principal activity of the employment than in the case of these employees, the Court concluded.

The Court specifically noted that its holding was applicable only in the particular circumstances and that the question of changing clothes and showering under normal conditions was not involved. These activities ordinarily constitute "preliminary" or "postliminary" activities excluded from compensable working time. Neither was the question of back pay involved since the trial Court limited its judgment to prospective relief.

In the second case (*Mitchell v. King Packing Co.*), the Court found that knifemen employed by an interstate packer who was engaged in slaughtering, butchering, dressing and distributing meat and meat products were required to sharpen their knives outside their regular shift, and for this activity they were not compensated. A knifeman ordinarily sharpened from two to four knives a day. He was paid by the hour and, excluding knife-sharpening time, worked eight hours a day and five days a week. The knives must be "razor sharp," the Court noted. A dull knife would slow down production which was conducted on an assembly line basis, affect the appearance of the meat and the quality of the hides, cause waste and make for accidents.

The Supreme Court did not agree with the earlier judgment of the Court of Appeals that the knife sharpening was "preliminary" or "postliminary" and did not become an integral part of the principal activity merely because it was indispensable to the proper performance of productive work. Reversing and remanding that judgment, the Court ruled that the time spent in knife sharpening constituted an integral and indispensable part of the regular butchering activities of the employees and as such was compensable under the Fair Labor Standards Act. *Steiner v. Mitchell* and *Mitchell v. King Packing Co.*, Labor Law Reporter, 29 Labor Cases, 69,711 and 69,712.

Recent Regulations under Provincial Legislation

British Columbia issues accident-prevention regulations respecting diesel equipment in underground construction and amends schedule of industrial diseases with respect to exposure to radioactive material

In British Columbia, the Workmen's Compensation Board has issued accident prevention regulations governing the use of diesel engines in underground construction projects not covered by mining Acts. The schedule of industrial diseases for which compensation is paid in the province was amended to give broader coverage to diseases resulting from contact with radio-active materials.

Regulations under the Ontario Apprenticeship Act set out the courses to be taught apprentice carpenters and plasterers at the Provincial Institute of Trades and by the employer.

Other regulations deal with certification of refrigeration journeymen in British Columbia, and licences for operators of sixth class high-pressure plants and electrical workers in Manitoba.

British Columbia Apprenticeship and Tradesmen's Qualification Act

Regulations under the British Columbia Apprenticeship and Tradesmen's Qualification Act respecting certificates of proficiency in the refrigeration trade were gazetted February 16. The Act, which was passed last year, gave the Lieutenant-Governor in Council authority to set up examining boards and provide for examinations for certificates of proficiency in a designated trade. A board of examiners for the refrigeration trade has just been appointed and these regulations are the first special trade rules issued under the new Act.

For the purpose of these regulations, the refrigeration trade means the repair, installation and maintenance of refrigeration equipment and controls and such work on refrigeration equipment as is usually performed by a refrigeration journeyman.

Certificates of proficiency in this trade will be granted only to persons who qualify by examination. To be eligible for examination, a candidate must submit with his application fee satisfactory proof that he has either served an apprenticeship or had at least 8,000 hours' experience in the refrigeration trade.

The examinations will be prepared by the Advisory Committee and conducted by the examining board. There will be both theoretical and practical tests, which will be marked and evaluated by the examining

board in consultation with the Advisory Committee. A person who fails a test may, on payment of the prescribed fee, apply for further examinations on the subject in which he has failed.

British Columbia Workmen's Compensation Act

Accident Prevention Regulations

New accident prevention regulations respecting equipment in underground construction projects, adopted by the British Columbia Workmen's Compensation Board after a public hearing, took effect February 1. The regulations, which were gazetted February 23, apply to construction projects where the work area is below the surface of the earth and the operations do not come under the Coal Mines Regulation Act or the Metalliferous Mines Regulation Act. They are the first of this kind to be issued in any province.

The regulations provide that no internal combustion engine using gasoline, naphtha or liquefied petroleum gas for fuel is to be operated in any underground construction project. The Board may, however, authorize the use of internal combustion engines of the diesel type if certain requirements are met.

Every diesel engine must either be new or in such a state of repair that its performance is approximately as good as that of a new engine. Each engine is to be equipped with a suitable diesel exhaust gas conditioner which is to be properly maintained and regularly serviced. A carbon monoxide tester must also be provided.

A diesel engine is not to be permitted to idle unnecessarily and operating time has to be kept to a minimum. Every engine is to be checked regularly and kept in good operating condition by a competent person. Carbon monoxide tests are to be conducted at least once each shift when diesel equipment is operated. If the carbon monoxide content exceeds 20 parts per million parts of air, immediate action must be taken to reduce the contamination to allowable concentrations.

Proper ventilation is to be provided so that there is at least 75 cubic feet of air per minute per brake horse-power of the aggregate diesel equipment in use. If the ventilation ceases to function, all diesel

equipment must be shut down until proper ventilation has been restored and all workmen are to be so instructed.

A record book is to be maintained in which operators of diesel engines are to report any unsatisfactory condition of the equipment in their care. The results of carbon monoxide tests are also to be entered in this book.

Schedule of Industrial Diseases

The Workmen's Compensation Board has amended the Schedule of Industrial Diseases with respect to disease resulting from exposure to radium and radioactive materials. Radium and radioactive materials are being used increasingly in industry and elsewhere and the new regulation provides extended coverage.

Effective February 9, 1956, compensation will be paid to persons suffering from radiation disease as a result of working with any process or in any industry where X-ray apparatus is operated or where radioactive materials are used. Previously, compensation was paid only for X-ray cutaneous, circulatory or blood-cell lesions or physiological endocrine change resulting from operating an X-ray apparatus in an industry or hospital covered by the Act.

Two other provinces, Ontario and Saskatchewan, allow compensation for any disease resulting from exposure to X-rays, radium or other radioactive substances. In Quebec, compensation is paid if the exposure causes ulceration or a malignant disease.

Manitoba Operating Engineers and Firemen Act

Regulations under the Manitoba Operating Engineers and Firemen Act were amended by Man. Reg. 10/56 gazetted February 11. The new regulations, which amend Man. Reg. 16/51 (L.G. 1952, pp. 191-193), provide for a new class of high-pressure plant and make a corresponding change in the classification of certificates.

A high-pressure plant is one that operates at a pressure of 15 pounds or more per square inch, and six classes of plants are now recognized. The one just approved, sixth class high-pressure plant, is defined as a plant that is used to produce sheet ice in curling rinks or sports arenas, or to supply air conditioning in theatres and other public buildings, or for other similar purposes approved by the Minister of Labour.

Because of this change, a sixth class operators' certificate, qualifying the holder to take charge of a sixth class high-pressure plant, has been approved. Pre-

viously four classes of operating engineers' certificates, provisional operating engineers' certificates and fireman's certificates had been provided for. As refrigeration and air conditioning plants now included in the sixth class may fall in a high horsepower category, they previously had to be operated by one of the classes of operating engineers, in some instances by an engineer of one of the senior classes.

A candidate for a sixth class operator's certificate has to qualify by examination. To be eligible for examination, he must have had not less than four months' experience as assistant operator of a refrigeration plant of not less than 15 h.p. or be the holder of a provisional engineer's certificate and in addition have had at least 30 days' experience as assistant operator of a refrigeration plant of not less than 15 h.p. A candidate who fails may apply again one month from the date of his previous examination.

In special circumstances, a candidate for a sixth class operator's certificate as well as candidates for fourth class or provisional operating engineers' certificates, or fireman's certificate, may be examined orally by a person nominated by the Board of Examiners.

Manitoba Power Commission Act

Regulations under the Manitoba Power Commission Act respecting licences to do electrical work were authorized by Man. Reg. 5/56 gazetted January 28. The provisions are much the same as those in regulations that have been in effect since 1946 (Man. Reg. 35/46) (L.G. 1946, p. 994).

A Board of Examiners appointed under the Act is empowered to issue to an electrical worker a general licence, which authorizes the holder to do any kind of wiring on any works in any locality under the Act, or a limited licence, which authorizes the holder to perform work on certain types of non-industrial premises where the capacity and pressure are within fixed limits. A wiring permit may also be issued for specified work in a specified locality. Examinations are based on standards established by the Canadian Standards Association and contained in the latest adopted edition of the Canadian Electrical Code, Part 1.

Any person who holds a subsisting contractor's licence or a journeyman's licence under the Electricians' Licence Act is deemed to hold a general licence under these regulations.

Unlicensed persons who desire to do work on their own premises may be issued wiring

(Continued on page 431)

Unemployment Insurance

Monthly Report on Operation of the Unemployment Insurance Act

Initial and renewal claims for unemployment insurance benefit decline slightly in January but number in live file rises, statistics* show

A slight decline in the number of initial and renewal claims for unemployment insurance benefit was recorded in January in all but the Atlantic provinces.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 261,661 claims were received in local offices across Canada in January, compared with 276,454 in December and 309,999 in January 1955.

A total of 476,946 regular and seasonal benefit claimants had an unemployment register in the live file at January 31, comprising 382,287 males and 94,659 females. This represents an increase over the 388,129 claimants (306,988 males and 81,141 females) recorded on December 30, 1955, but is substantially below the figure of 586,768 (476,464 males and 110,304 females) for January 31, 1955.

Adjudicating centres disposed of 294,715 initial and renewal claims; in 179,779 of these, the claimant was entitled to benefit. The number of claims on which the claimant was not entitled to benefit (including disqualifications arising from revised and seasonal benefit claims) was 123,487, and of these 105,195 or 85 per cent were in respect of claimants who failed to establish a regular benefit period. Practically all of the claimants failing to establish a benefit period had their claims considered for seasonal benefit but 25,550 of them failed to establish a benefit period under the seasonal benefit provisions. The chief reasons for disqualification were: "voluntarily left employment without just cause" 6,240 cases; and "not capable of and not available for work" 3,548 cases.

New beneficiaries for regular and seasonal benefit during January numbered 266,822, compared with 268,914 in January 1955. During December 1955 the number of new beneficiaries for regular benefit was 107,597.

A total of \$24,632,203 was paid during January 1956 to both regular and seasonal

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

claimants in compensation for 1,364,097 weeks; in January one year ago, \$28,372,412 was paid in compensation for 9,046,721 days. Regular benefit payments during December 1955 amounted to \$11,942,873, 702,642 weeks and 4,532 days.

The number of complete weeks compensated during January was 1,248,972; this constitutes 92 per cent of the weeks compensated. Earnings in excess of the allowable level for the weekly benefit rates accounted for 56 per cent of the partial weeks, the balance being due to other causes, such as waiting period or disqualification.

The estimated number of beneficiaries for regular and seasonal benefit per week during January 1956 was 313.3 thousand; this is compared with an estimated 450.3 thousand persons for the week January 29-February 4, 1955. During December 1955, an estimated 162.6 thousand persons received weekly payments for regular benefit.

(Commencing with the current month, benefit payment data are no longer segregated as to regular and seasonal. As a result information on benefit payments to seasonal claimants is not available separately.)

Claims totalling 107,241 were considered for seasonal benefit; 2,146 of these were renewal seasonal benefit claims.

Claims adjudicated numbered 106,983, of which 76,522 were entitled to benefit.

Seasonal benefit claimants having an employment register in the "live file" on the last working day of the month totalled 109,459.

*See Tables E-1 to E-4 at back of book.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for January show that insurance books or contribution cards were issued to 4,446,067 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1955.

At January 31, employers registered numbered 281,189, an increase of 1,310 during the month.

Enforcement Statistics

During January, 3,483 investigations were conducted by district investigators across Canada. Of these, 2,622 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 861 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 42 cases,* 3 against employers and 39 against claimants. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 378.*

Unemployment Insurance Fund

Revenue received in January totalled \$19,304,487.62, compared with \$20,624,583.57 in December and \$18,430,350.99 in January 1955. Benefit payments in January amounted to \$24,619,181.33, compared with \$11,928,501.78 in December and \$28,361,595.23 in January 1955. The balance in the fund at January 31 was \$885,542,795.92; at December 31, there was a balance of \$890,857,489.63 and at January 31, 1955, of \$886,711,147.56.

*These do not necessarily relate to the investigations conducted during this month.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CU-B 1213, February 3, 1956

Summary of the Facts: The claimant, 64 years of age, worked for the Canadian National Railways from 1908 to June 26, 1955, when he retired on a pension. His wages upon separation were \$253 a month. He filed an initial claim for benefit at the local office at Fort Erie, Ont., on September 19, 1955, and claimed the dependency rate in respect of his wife, from whom he is legally separated. He stated that in accordance with a court order he was giving her \$35 a month and, as this sum was paid to the bank, he had no "contact" with her and did not know whether or not she was employed.

The local office stated that, as reported in a local newspaper, the claimant's wife was vacationing in Florida.

Upon the evidence before him, the insurance officer did not approve the dependency rate of benefit because, in his opinion, the claimant had not proved that his wife was wholly or mainly maintained by him, as required by Section 33(3)(a)(i) of the Act.

From the decision of the insurance officer, the claimant appealed to a court of referees, before which he appeared on October 27,

1955, at St. Catharines, Ont. After having noted that he was not in a position to ascertain whether or not his estranged wife was working, the court of referees maintained by a majority the decision of the insurance officer.

The dissenting member expressed the opinion that, by ordering the claimant to pay \$35 a month to his estranged wife, the court "has imposed upon (him) a dependency status whether his wife works or not".

From the majority decision of the court of referees, the claimant appealed to the Umpire on the ground that he was supporting his wife as the court had directed him to do.

Conclusions: According to Section 33(3)(a)(i) of the Act a claimant is entitled to receive benefit at the rate for a person with a dependent, if his wife is being wholly or mainly supported by him. Regulation 125(2), however, specifies that the wife is not considered as being maintained wholly or mainly by the claimant or as being dependent on him if she receives earned income (including unemployment insurance benefit) in excess of \$12 a week.

The onus lies upon the claimant to prove that his contribution towards the maintenance of his wife is one which comes within the terms laid down in the above-mentioned provisions of the Act and Regulations.

In the present case, the evidence shows that the claimant pays \$35 a month to his wife but there is no indication as to what other income or sources of income she has. Therefore he has failed to prove that she is wholly or mainly supported by him, and the appeal must be dismissed.

Decision CU-B 1215, February 9, 1956

Summary of the Facts: The claimant, 21 years of age and married since October 30, 1954, worked for Canadian Arsenals Limited as an operator in the munitions department, from June 30, 1954, to June 28, 1955. She filed an initial claim for benefit on September 1, 1955, and stated that she had voluntarily left her position on June 28, 1955, because of pregnancy and illness resulting therefrom. She stated further that she expected to be confined around mid-January 1956, but that, at the present time, she was feeling well and willing to work.

She submitted a medical certificate dated September 9, 1955, which indicated that her health allowed her to work.

On September 16, 1955, the employer reported that the claimant had been laid off because she was pregnant and it was the company's policy not to retain a pregnant woman in hazardous work for some four and a half months immediately preceding the confinement. He added that it had been impossible to transfer the claimant to another department.

On the facts before him, the insurance officer disqualified the claimant from receipt of benefit for a period of two years from the date of her marriage because, in his opinion, she did not satisfy any of the additional conditions specified in Regulation 137.

From this decision the claimant appealed to a court of referees on September 26, 1955.

The court of referees which heard the claimant at Joliette, Que., on October 12, 1955, unanimously upheld the disqualification from receipt of benefit until October 2,

1955, only, on the ground that, pursuant to the amendments as of this date of the regulation concerning married women (now Section 161), the claimant was entitled to benefit.

From the decision of the court of referees the chief claims officer appealed to the Umpire on December 12, 1955, contending that the claimant could not invoke these new provisions, as her state of pregnancy could not be assimilated to an illness within the meaning of sub-paragraph (iv) of Section 161 and she had not left the area to establish residence elsewhere as required in sub-paragraph (v) of this section.

Conclusions: This case involves an issue of jurisdiction, namely, whether or not it was open to the court of referees to consider the claim in the light of regulation 161, which came into effect on October 2, 1955, and to render a decision on a question which had not been laid before the insurance officer. The chief claims officer did not dispute the court's right to determine the merits of the claim, as of October 2, and I do not think it necessary for me to take up this issue, as there is no doubt in my mind that regulation 161 no more than regulation 137 entitled the claimant to receive benefit.

The court did not explain on what ground the amendments of the regulation concerning married women could affect the disqualification imposed on the claimant. However, as the evidence clearly indicates that her separation from work resulted from her pregnancy, it must be assumed that the court referred to sub-paragraph (iv) of paragraph 3(a) of Section 161, which stipulates that the additional condition need not be fulfilled by a married woman if her first separation from employment after marriage was in consequence of her incapacity for work due to illness, injury or quarantine.

Now, according to the jurisprudence established by my predecessor in decisions CU-B 1093 and 1094, there can be no question of incapacity for work due to illness in the case of a mere pregnancy.

Therefore, the claimant could not avail herself of this new provision of the regulation concerning married women.

The appeal is allowed.

An article in *Foreign Trade*, publication of the Department of Trade and Commerce, notes a steady shift in job opportunities from agriculture to industry. Today,

26 out of every 100 Canadians are employed in manufacturing, whereas only 17 out of every 100 were so employed in 1900.

in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during February

Works of Construction, Remodelling, Repair or Demolition

During February the Department of Labour prepared 164 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 66 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in February for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Department of Defence Production (January) ..	149	\$1,320,604.00
Post Office	11	79,149.92

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Wage Claims Received and Payments Made during February

During February the sum of \$9,408.52 was collected from six employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 208 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during February

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

Valcartier Que: George L Lennon, construction of school. *Deep River Ont:* G M Gest Ltd, construction of electrical distribution system.

Defence Construction (1951) Limited

Greenwood N S: Albi Applicators Ltd, application of fire retardant material on hangar. *Sydney N S:* Canadian National Railways, *construction of railway siding, Seaward Defence Base. *Casey Que:* North Shore Construction Co Ltd, construction of bridges on access road. *Longueuil Que:* Babcock, Wilcox and Goldie-McCulloch Ltd (Eastern Branch), supply & erection of boiler & ancillary equipment, Sorel Industries Ltd. *Valcartier Que:* A Deslauriers & Fils Ltée, installation of insulation, lining, heating & exterior steam mains, bldg No 15, CARDE; C. Jobin Ltée, construction of supply bldg, POL service station & outside services; Magloire Cauchon Ltée, construction of physical training bldg. *Barriefield Ont:* M Sullivan & Son Ltd, construction of drill hall, QM & technical stores. *London Ont:* Sterling Construction Co Ltd, construction of physical training bldg, Wolseley Barracks. *Petawawa Ont:* Ball Brothers Ltd, construction of various bldgs & outside services. *Uplands Ont:* B Perini & Sons Canada Ltd, construction of roads, walks, parking area & sewer & water services, RCAF Station. *Shilo Man:* Claydon Co Ltd, construction of junior ranks club. *Claresholm Alta:* International Water Supply Ltd, *construction of well, RCAF Station; A C Border & Co Ltd, installation of additional water supply system, RCAF Station. *Cold Lake Alta:* Terminal Construction Co Ltd, grading & seeding, RCAF Station. *Ralston Alta:* R P Medhurst & Sons, drilling natural gas wells, Suffield Experimental Station. *Royal Roads B C:* Luney Brothers & Hamilton Ltd, construction of extension to gymnasium (swimming pool).

Building and Maintenance

Charlottetown P E I: County Construction Co Ltd, heating & electrical renovations to three bldgs, Brighton Compound. *Cornwall Ont:* Eagle Construction Co Reg'd, construction of transformer vault, Armouries. *London Ont:* Consolidated Painting & Decorating Co Ltd, interior & exterior painting of various bldgs, Wolseley Barracks. *Picton Ont:* H J McFarland Construction Co Ltd, construction of concrete block, Camera Bldg, CARDE. *Calgary Alta:* Dickie's Electric Ltd, rewiring & relighting, Mewata Armouries.

Department of Defence Production

(January Report)

Beauport Que: Tri-Bec Inc, rewiring & relighting of Armoury. *Montreal Que:* Tree Surgery Co Ltd, removal of snow at #4 Works Coy. *Rimouski Que:* Tri-Bec Inc, rewiring & relighting of Armoury. *Ville La Salle Que:* Canadian Pacific Railway Co, removal of snow. *Falconbridge Ont:* Lorne Lanthier, construction of culvert, RCAF Station. *Lakeview Ont:* Canadian Comstock Co Ltd, installation of shut off valves, #15 ROD, Army Ordnance Depot. *London Ont:* C H McInnis Co Ltd, installation of conveyors, #27 COD. *Navan Ont:* Taggart Construction Ltd, repair of septic tank, RCAF Station. *Rockcliffe Ont:* Doran Construction Co, replacement of defective timbers & reinforcement of beams in bldgs, RCAF Station. *Trenton Ont:* P H Davis, renewal of window wells, tile drains & sidewalks & waterproofing of basements, RCAF Station; P H Davis, replacement of weather stripping on hangars & bldgs, RCAF Station; P H Davis, waterproofing of basements, renewal of window wells, tile drains & sidewalks, RCAF Station. *Claresholm Alta:* Les Cookshaw, repainting exterior of bldgs, RCAF Station. *Esquimalt B C:* Gilbert Brown, alteration to bldg #508, HMC Dockyard. *Sea Island B C:* R H Neven Co Ltd, painting of PMQ's, RCAF Station. *Vancouver B C:* Canadian National Railways, repair of railway siding, Lynn Creek, Naval Supply Depot.

National Harbours Board

Halifax Harbour N S: Standard Paving Maritime Ltd, construction of water line, pier 9. *Montreal Harbour Que*: Westeel Products Ltd, replacement of corrugated sheeting, shed 25.

Department of Public Works

Change Island Nfld: Twillingate Engineering & Construction Co Ltd, construction of post office bldg. *Wood Island Ferry P E I*: L M Poole & Co Ltd, construction of inspection bldg. *Shippigan Gully N B*: Comeau & Savoie Construction Ltd, construction of breastworks. *Hull Que*: Thomas Fuller Construction Co Ltd, construction of public bldg. *La Tuque Que*: Bourcier & Tremblay Ltd, construction of public bldg. *Mamainse Harbour Ont*: Cummins Construction Co, *dredging. *Ottawa Ont*: Sirotek Construction Ltd, construction of brooder house, Central Experimental Farm. *Sudbury Ont*: B Perini & Sons (Canada) Ltd, construction of federal bldg. *Toronto Ont*: Redfern Construction Co Ltd, alterations to Postal Terminal "A". *Regina Sask*: Smith Bros & Wilson Ltd, construction of "B" block, RCMP; N B Roantree Co Ltd, heating & oil storage tank installation, RCMP. *Camrose Alta*: Chas T Burrows, completion of federal bldg. *Crofton & Vesuvius Bay B C*: B C Pile Drivers Ltd, driving piling. *Esquimalt B C*: Pacific Piledriving Co Ltd, wharf repairs, Fender Wharf, Esquimalt Dry Dock. *Prince George B C*: Marpole Construction Co Ltd, alterations & additions, Old Post Office Bldg. *Sidney B C*: B C Pile Drivers Ltd, repairs to wharf. *Victoria B C*: Pacific Piledriving Co Ltd, construction of wharf for hydrographic services.

Department of Transport

Stephenville Nfld: Colonial Construction Co Ltd, construction of Terminal Bldg. *House Harbour Que*: Gaspé Equipment & Transport Co Ltd, construction of airport. *Montreal Que*: removal of centre pier of bridge No 5, Atwater Ave, Lachine Canal. *Windsor Ont*: Eastern Construction Co Ltd, construction of Terminal Bldg. *Chatham Point B C*: A & B Construction Co Ltd, construction of fog alarm station. *Vancouver B C*: Byers Construction Co Ltd, repairs to roof trusses. *Coppermine N W T*: Yukon Construction Co Ltd, erection of prefabricated meteorological station.

Recent Regulations (Continued from page 425)

permits by the Commission through authorized employees or by municipalities which have been authorized to appoint inspectors.

Ontario Apprenticeship Act

New apprenticeship regulations for carpenters and plasterers have been issued in Ontario by the Industry and Labour Board and the Provincial Advisory Committee. The regulations were gazetted February 4 and are similar to those recently authorized for masons and bricklayers (L.G., March, p. 307). Courses of study for carpenters and plasterers have been approved by the Board and are set out in O. Reg. 8/56, and O. Reg. 10/56. The general building trades regulations (CRO 378) have also been amended and new sections on carpenters and plasterers authorized by O. Reg. 9/56 and O. Reg. 11/56 have been substituted.

The regulations made by the Board provide for full-time educational day classes at the Provincial Institute of Trades at Toronto, and for at least 1,280 hours of training by the employer. The subjects to be taught are set out in two schedules: Schedule I lists the subjects to be taught at the educational institute and Schedule II the subjects to be taught by the employer.

The schedules also indicate the skill the apprentice is expected to acquire. Schedule I of the carpenters' regulations contains 20 subjects, including blueprint reading, mathematics and English; Schedule II lists the same subjects with the exception of English and the making of joints. Schedule I for plasterers has 186 topics, one of which is the history of plastering and stuccoing from the time of primitive man to the present; Schedule II contains 110 of the topics listed in Schedule I.

The general regulations issued by the Advisory Committee contain a number of similar provisions for carpenters and plasterers. To enter into a contract, an apprentice must be at least 16 and not more than 21 years of age. The term of apprenticeship is the same, four years including the probationary period. There is no longer any restriction as to the number of apprentices in each district. An employer who is himself a journeyman but does not employ another journeyman, or an employer who is not a journeyman and hires only one journeyman, may have one apprentice. In all other cases, there may be one additional apprentice for every additional eight journeymen employed, except that the number of plasterers apprenticed to one employer is limited to three.

Working Conditions

Working Conditions, April 1955, in the Primary Textile Industry

No important changes occurred in year ending April 1, 1955. Number of non-office employees covered by the 40-hour week increased moderately. Eighty per cent of employees surveyed received 6 or more paid holidays

No important changes in working conditions in the primary textile industry occurred over the year 1954-55, according to the survey for April 1, 1955.*

There was a moderate increase in the number of non-office employees covered by the 40-hour week. Provisions governing vacations with pay and paid statutory holidays showed little change over the 12 months, with two weeks' vacation with pay after five years of service being the general practice and about half of all employees receiving a third week, the predominant service requirement being 25 years. Eighty per cent of the employees in the survey group received six or more paid statutory holidays, showing no change from a year ago. Pensions, group life insurance, hospitalization and medical insurance were made available to most employees and in about the same proportions as a year earlier.

The Normal Work Week

The five-day week was in force in about 77 per cent of the establishments surveyed, employing the same percentage of all employees (see Table 1). By number of establishments, the 45-hour week was the most common, being in force in about 33 per cent of them, compared with 22 per cent for those on 40 hours or less. By number of employees, the 40-hour week was predominant, applying to 37 per cent of them, compared with 23 per cent on the 45-hour week. Those working on more than a 45-hour week amounted to 25 per cent of total employment.

The 40-hour week was most common in the cotton yarn and broad woven goods section of the industry, applying to 79 per

cent of the plant workers, while it was least common in rayon, nylon and silk textiles, where the proportion of plant employees was 7 per cent; the proportions were 21 per cent for hosiery and knit goods and 13 per cent for woollen and worsted woven goods. The number of plant employees working 45 hours or more per week was 20 per cent in cotton yarn and broad woven goods, 73 per cent in woollen and worsted woven goods, 51 per cent in rayon, nylon and silk textiles, and 67 per cent in hosiery and knit goods.

More plant workers in Quebec were on the 40-hour week than in the other provinces, 41 per cent compared with 34 per cent in Ontario, 22 per cent in the Atlantic provinces and 18 per cent in the western provinces. A 45 hour-week or more was worked by 51 per cent of the employees in Quebec, by 48 per cent in Ontario, 7 per cent in the Atlantic provinces and 4 per cent in the western provinces.

Annual Vacations with Pay

More than three-quarters of the mills surveyed, employing more than 90 per cent of the plant workers, provided two weeks' annual paid vacation, in the case of more than 95 per cent of the employees, after employment of five years or less (see Table 2). An annual vacation with pay of three weeks was observed in one-quarter of the establishments, employing almost half of the workers, applying to workers with employment periods ranging from 15 to 25 years.

Two weeks' vacation with pay after five years of employment or less was provided to all employees in cotton yarn and broad woven goods, to 79 per cent in woollen and worsted woven goods, to 81 per cent in rayon, nylon and silk textiles, and to 85 per cent in hosiery and knit goods. Three weeks' vacation with pay after service periods ranging from 15 to 25 years was

*Results of the survey for April 1, 1954, appeared in the LABOUR GAZETTE, February 1955, pp. 212-215. Some differences in coverage occurred in the present survey, which are in part responsible for changes in survey findings.

TABLE 1.—STANDARD WEEKLY HOURS IN THE PRIMARY TEXTILES INDUSTRY, APRIL 1, 1955

	Number of Non-Office Employees									
	By Industry					By Region				
	Primary Textiles									
	Establishments	Employees	Cotton Yarn and Broad Woven Goods	Woollen and Worsted Woven Goods	Rayon, Nylon and Silk Textiles	Hosiery and Knit Goods	Atlantic	Quebec	Ontario	Western
Survey Coverage.....	263	48,918	17,125	7,823	9,995	13,975	1,638	25,224	21,514	541
Standard Weekly Hours:										
40 and under.....	59	18,164	13,547	1,010	724	2,883	357	10,399	7,311	97
Over 40 and under 44.....	18	4,579	.....	681	3,157	741	168	624	3,412	375
44.....	22	2,696	.....	443	1,043	1,072	992	1,250	8,405	49
45.....	86	11,222	1,191	3,619	1,306	6,106	.....	2,682	8,540	.....
Over 45 and under 48.....	11	910	.....	605	111	284	.....	230	680	.....
Over 48.....	45	9,400	2,204	1,248	3,437	2,511	63	8,161	1,166	20
Over 48.....	22	1,947	45	317	1,217	368	69	1,878	.....	.....
On a 5-day Week.....	202	37,726	15,328	5,769	4,799	11,830	525	16,370	20,335	496

provided to 70 per cent of the employees in cotton yarn and broad woven goods, to 43 per cent in woollen and worsted woven goods, to 34 per cent in rayon, nylon and silk textiles, and to 22 per cent in hosiery and knit goods (while another 5 per cent in this latter group received three weeks after other periods).

Paid Statutory Holidays

The percentage distribution of mill workers according to the number of paid holidays they received is shown as follows:—

Number of Paid Holidays	Percentage of Total Mill Workers
	%
None.....	5
1 and 2.....	4
3.....	3
4.....	3
5.....	1
6.....	14
7.....	24
8.....	34
More than 8.....	8
No information.....	3

Eight or more paid holidays were provided to 22 per cent of the plant employees in cotton yarn and broad woven goods, 62 per cent in woollen and worsted woven goods, 61 per cent in rayon, nylon and silk textiles and 41 per cent in hosiery and knit goods.

Pension and Insurance Plans

Pension plans were provided by 28 per cent of the mills, employing 58 per cent of the workers. They were most common in the cotton group, where they were provided by 76 per cent of the establishments employing 91 per cent of the workers; they were provided by 17 per cent of the establishments in the woollen group employing 19 per cent of the workers, by 29 per cent of the establishments in the rayon group employing 69 per cent of the workers, and by 18 per cent of the establishments in the hosiery group employing 31 per cent of the workers. The size of the employer contribution varied, with 47 per cent of all employees having the employer pay the complete cost, while 28 per cent of the employees were covered by plans in which the employer paid half the cost. Between 51 and 99 per cent of the cost was paid by the employer in the case of 14 per cent of the employees.

TABLE 2.—VACATIONS WITH PAY, STATUTORY HOLIDAYS, SICKNESS ABSENCE PROVISIONS AND PAY PRACTICE IN THE PRIMARY TEXTILES INDUSTRY, APRIL 1, 1955

	Establishments	Non-Office Employees
Survey Coverage.....	263	48,918
<i>Vacations With Pay</i>		
One week with pay after:		
Less than 1 year.....	47	15,016
1 year.....	183	28,170
Service not specified.....	15	1,609
Two weeks with pay after:		
1 year or less.....	24	7,003
2 years.....	19	2,129
3 years.....	16	2,154
5 years.....	133	32,139
Other periods.....	9	1,158
Three weeks with pay after:		
15 years.....	24	6,472
20 years.....	13	2,384
25 years.....	29	12,911
Other periods.....	2	674
Four weeks with pay.....	1	530
<i>Vacation Pay Computed</i>		
At normal straight time weekly rates.....	26	3,439
Percentage of annual straight time earnings.....	30	2,373
Percentage of annual earnings (including overtime pay, shift differentials etc.).....	187	39,785
Combination.....	14	2,000
Other.....	3	1,249
<i>Paid Statutory Holidays</i>		
Number reporting		
No paid holidays.....	35	2,359
1 and 2.....	9	1,831
3.....	7	1,605
4.....	12	1,746
5.....	8	736
6.....	43	7,116
7.....	40	11,689
8.....	83	16,663
More than 8.....	12	3,698
No information.....	14	1,475
<i>Sickness Absence Provision</i>		
Wages or salary continued.....	15	2,197
Wages or salary discontinued, but insurance plan or equivalent providing cash compensation for wage loss.....	164	41,080
Combination of above.....	4	710
No provision.....	71	4,630
No information.....	9	301
<i>Pay Practice</i>		
Frequency of pay-day		
Weekly.....	186	36,880
Every two weeks.....	72	11,823
Other (1).....	5	215
Method of payment		
By cheque.....	89	22,249
By cash.....	173	26,637
No information.....	1	32

(1) Includes cases where no information was reported and cases where the practice was not uniform for all employees.

In group insurance, the proportion of establishments providing and employees receiving such benefits were as follows:—

Industry Group	Establishments	Employees
	%	%
Cotton, etc.....	84	94
Woollen, etc.....	75	86
Rayon, etc.....	84	97
Hosiery, etc.....	55	78
Total.....	67	89

For 40 per cent of the employees the cost was fully paid by the employer while for 19 per cent of the employees half the cost was paid by the employer; for 27 per cent of all employees, the employer paid between 51 and 99 per cent of the cost.

Hospitalization plans were the general rule, their distribution being as shown in the table at the top of the following page.

Industry Group	Establishments	Employees
	%	%
Cotton, etc.....	97	97
Woollen, etc.....	81	86
Rayon, etc.....	90	94
Hosiery, etc.....	75	85
Total.....	82	91

The plans were paid for in full by the employer in the case of 37 per cent of the employees, while a 50-per-cent employer contribution was made in the case of 17 per cent of the employees and between 51 and 99 per cent of the cost was paid by the employer in the case of 25 per cent of the employees.

For other types of plans the breakdown is shown in the table at the top of the next column.

	Mills	Employees
	%	%
Surgical benefits.....	71	87
Physician's services in hospital.....	45	42
Physician's home & office calls.....	17	14
Cash compensation for loss of earnings due to illness.....	62	85

The employer paid half the cost of surgical benefit plans covering 18 per cent of the employees, between 51 and 99 per cent of the cost for 26 per cent of the employees, and the full cost for 38 per cent.

The employer paid half the cost of plans providing physician's services in hospital for 24 per cent of the employees, between 51 and 99 per cent of the cost for 13 per cent of the employees, and the full cost for 26 per cent of the employees.

Methods of Wage Payment in Canadian Manufacturing, Oct. 1954

More than three times as many plant employees are paid by time as by payment-by-results schemes: 67 per cent of plant workers in survey were paid by the former method, only about 20 per cent by the latter method

More than three times as many plant employees are paid by time as by payment-by-results schemes, an analysis of methods of wage payment in effect in Canadian manufacturing at October 1, 1954, has indicated.

Some 515,104 plant workers, or 67 per cent, of a total of 766,182 covered by the survey were paid on the basis of time. In contrast, about 20 per cent were paid by a payment-by-results schemes (see Table 1).

TABLE 1.—METHODS OF WAGE PAYMENT IN CANADIAN MANUFACTURING. PLANT WORKERS BY SYSTEM OF PAYMENT, OCTOBER 1, 1954

	Plant Workers Covered	
	No.	%
Total Survey Coverage.....	766,182	100.0
Time rates only.....	515,104	67.2
Piece work plans.....	74,528	9.7
Incentive bonus plans.....	70,081	9.1
Other.....	7,447	1.0
No information.....	99,022	13.0

Almost 10 per cent were on piece work, 9 per cent on an incentive bonus scheme, and the remaining 1 per cent were paid by some other type of payment-by-results system. No information was received for 99,022, or 13 per cent, of the employees covered by the survey.

This information was gathered from the Department's survey of wage rates and salaries for October 1, 1954. The survey covered 6,447 establishments and 766,182 plant or non-office workers. Employers were asked to record the number of plant workers paid by: (a) time rates only; (b) piece rates; (c) production or incentive bonus plan; and (d) other methods (commission, mileage, etc.)* The term production or incentive bonus applies to bonus payments directly related to the output of an individual worker, or group of workers, but not ordinary piece work. This type of

*To place in one classification those workers who were recorded as being paid by a combination of (b), (c) and (d), the following rule was used: (c) was given priority over (b) and (d), and (b) priority over (d). Such duplications of methods were rarely reported, however.

TABLE 2.—METHODS OF WAGE PAYMENT IN CANADIAN MANUFACTURING PLANTS BY SYSTEM OF PAYMENT EMPLOYED IN PLANT, OCTOBER 1, 1954

	Plants	Plant Workers Employed
	No.	No.
Total survey coverage.....	6,447 %	766,182 %
1. Time rates are only system of wage payment.....	51.3	44.3
2. Some system of payment-by-results is employed.....	32.6	44.6
(a) Piece rates but no incentive bonus schemes are employed.....	19.1	21.2
(b) Incentive bonus schemes but no piece rates are employed.....	6.6	14.6
(c) Both piece rates and incentive bonus schemes are employed.....	1.9	5.8
(d) Proportion of plants where piece rates are employed (a) + (c).....	21.0	27.0
(e) Proportion of plants where incentive bonus schemes are employed (b) + (c).....	8.5	20.4
(f) Other types of payment-by-results schemes, but no piece rates or incentive bonus schemes.....	5.0	3.0
3. Plants which gave no information.....	16.1	11.1*

(*) The 1.9 per cent difference between this figure and the 13.0 per cent figure reported as no information in Table 1 is the percentage of plant employees not accounted for in those establishments which gave some, but not complete information.

bonus is generally paid for production in excess of a quota or for the completion of a job in less than standard time.

Table 2 separates those establishments which paid by time only from those which had a payment-by-results scheme. Note that in this table the "Plant Workers Employed" column differs from the "Plant Workers Covered" columns in Table 1. In the former the data show plant workers employed in establishments which have the different methods of wage payment, in the latter the data show plant workers covered by the different methods of wage payment.

From Table 2 it can be seen that just over one-half of the establishments in the survey, or almost two-thirds of the establishments which gave information in Canadian manufacturing, paid by time only.

These establishments employed fewer than half of the workers surveyed. On the other hand, one-third of the surveyed establishments had a payment-by-results system of one form or another, and these establishments employed about the same number of workers. More than 1,000, or 16 per cent, of the establishments in the survey gave no information.

In terms of the number of plants, piece-rate plans were the most common of the payment-by-results systems. They were employed in more than twice as many plants as incentive bonus schemes, occurring in more than one-fifth of all establishments surveyed, or well over one-half of the establishments which reported some form of payment-by-results system. Production bonus schemes, on the other hand,

TABLE 3.—INCENTIVE BONUS PLANS AND PIECE WORK PLANS IN MANUFACTURING, OCTOBER 1, 1954

	Establishments	Plant Workers
	No.	No.
Total survey coverage.....	6,447 %	766,182 %
Establishments that have an incentive bonus plan....	8.5	20.4
Workers eligible for incentive bonus.....	8.5	9.1
Establishments that have piece work plans.....	21.0	27.0
Workers on piece work.....	21.0	9.7

**TABLE 4.—PIECE WORK PLANS AND INCENTIVE BONUS PLANS IN MANUFACTURING
Establishments and Plant Workers by Industry, October 1, 1934**

	Survey Coverage		Incentive Bonus Plans						Piece Work Plans					
	Estab-lish-ments	Plant Workers	Establishments which have Incentive Bonus Plans		Workers in Establishments which have Incentive Bonus Plans		Workers Eligible for Incentive Bonus		Establishments which have Piece Work Plans		Workers in Establishments which have Piece Work Plans		Workers on Piece Work	
			No.	% (C of A)	No.	% (E of B)	No.	% (G of B)	No.	% (J of A)	No.	% (L of M)	No.	% (N of O)
	No.	B	C	D	E	F	G	H	I	J	K	M	N	O
Food and Beverages.....	1,043	101,834	45	4.3	9,282	8.9	5,075	4.8	54.7	62	5.9	11,088	2,870	15.9
Tobacco and Tobacco Products.....	23	17,045	1	4.3	1,256	17.8	125	1.8	10.0	12	52.2	3,119	1,123	36.0
Rubber Products.....	32	14,551	13	40.6	7,030	48.5	4,317	29.8	61.4	13	60.6	6,919	3,799	54.9
Leather Products.....	215	17,757	11	5.1	1,394	7.9	509	2.9	38.5	141	65.6	13,734	6,497	47.3
Textile Products (except Clothing)	285	45,204	49	17.2	17,044	37.7	6,472	14.3	36.0	131	66.0	30,438	7,509	24.7
Clothing (Textile and Fur)	680	57,744	26	3.8	3,340	5.8	1,926	3.3	57.7	408	60.0	39,190	23,598	59.4
Wood Products.....	802	61,784	51	6.4	4,084	6.6	2,216	3.6	34.3	163	29.3	18,793	4,447	23.7
Paper Products.....	297	66,282	36	12.1	7,253	10.9	3,163	4.8	43.6	36	12.1	6,680	1,953	14.3
Printing, Publishing and Allied Indus-tries.....	461	28,763	10	2.2	1,509	5.2	731	2.5	48.4	11	2.4	1,003	121	12.1
Iron and Steel Products.....	776	112,692	90	11.6	42,504	37.7	13,621	12.1	32.0	126	16.2	37,889	12,002	31.7
Transportation Equipment.....	700	102,731	99	14.1	19,335	18.8	9,227	9.0	47.7	93	13.3	15,578	4,094	26.3
Non-Ferrous Metal Products.....	169	35,948	36	11.2	16,104	45.3	8,094	22.8	50.3	30	17.8	2,180	6.1	34.0
Electrical Apparatus and Supplies.....	175	37,769	28	15.8	15,418	40.8	10,312	27.3	66.9	26	14.9	7,592	3,633	47.9
Non-Metallic Mineral Products.....	229	19,813	28	12.2	6,165	31.1	1,992	10.1	32.3	44	19.2	7,498	1,234	16.5
Products of Petroleum and Coal.....	61	9,369	1	1.6	444	4.6	193	2.0	43.5	1	3.5	672	163	24.3
Chemical Products.....	313	30,657	14	4.5	1,730	5.6	834	2.7	48.2	1	2.1	4,236	2,043	48.2
Miscellaneous Manufacturing Industries.....	186	13,419	19	10.2	2,495	18.6	1,274	9.5	51.1	47	25.3	31.6	74,528	9.7
Totals.....	6,447	766,182	548	8.5	156,387	20.4	70,081	9.1	44.8	1,354	21.0	206,583	74,528	36.1

were employed in fewer than one-tenth of the establishments surveyed, or about one-quarter of the establishments reporting a payment-by-results scheme.

The popularity of piece-rate plans is not so apparent in terms of the number of workers affected (see Table 3). Employees affected by these plans numbered only about 4,500 more (six-tenths of one per cent) than the number affected by production bonus schemes. This reflects a lower rate of participation (that is, the proportion of employees in the plant affected) in piece-work plans. At October 1, 1954, the rate of participation of plant workers in incentive bonus plans was 44.8 per cent; in piece-work plans, 36.1 per cent. In other words, in those plants having piece-work plans, more than one-third of the employees, on the average, participated but in plants with production bonus schemes, close to one-half participated.

The industry breakdown (Table 4) shows the rate of participation in production bonus plans to be over 30 per cent, at least, in every industry, except tobacco and tobacco products, where it was as low as 10 per cent, and over 50 per cent in seven of the industries. In piece-work plans, on the other hand, the rate of participation was less than 30 per cent in eight of the seventeen industries, and over 50 per cent in only two industries.

The statistics also indicate that payment-by-results systems tended to be found in the larger establishments. This was particularly true of production bonus schemes. The 548 plants which reported such schemes employed 156,387, or one-fifth of the employees covered by the survey. This result should not be too surprising, since larger establishments have the facilities and resources to cope with the complexities, book work and administration of incentive bonus schemes. These schemes

were found in a larger proportion of establishments in such large-firm industries as rubber and electrical apparatus and supplies, and in the larger firms of such industries as iron and steel products, non-ferrous metal products and textile products, where the characteristics of the production process and types of products tend to lend themselves to the introduction of such schemes (see Table 4).

Piece-work plans, on the other hand, were found in plants much smaller than the average-sized establishment that employed a production bonus scheme. These plans, which, in general, simply pay the worker so much for each unit produced, do not involve the same difficulties of calculation and administration as do incentive bonus schemes. Their occurrence, then, is probably much more dictated by the nature of the product and the production process and less by such other considerations as the facilities and resources required to introduce and maintain these plans, as is the case with incentive bonus schemes.

Piece-work plans were quite common in tobacco and tobacco products, rubber products, leather products, textile products and clothing (see Table 4). These industries tend, in most cases, to reveal characteristics which facilitate the introduction of a payment-by-results plan. Some of these characteristics are some measure of control by the individual over his output, ability to measure his output, production of quantity without materially affecting quality, and the repetitious nature of the job. The rarity of occurrence of both incentive bonus and piece-work plans in printing, publishing, and allied industries, chemical products and products of petroleum and coal, on the other hand, tends to reflect the dominance of opposite characteristics which inhibit the introduction of payment-by-results schemes.

Strikes and Lockouts

Canada, February 1956*

Time lost in work stoppages arising out of industrial disputes declined during February compared with January but the idleness was still substantial and was much greater than in February 1955, when little time was lost. Eighty-five per cent of the February 1956 idleness was caused by one dispute involving motor vehicle and parts,

diesel locomotive, stove, refrigerator and air conditioning factory workers at London, Oshawa, St. Catharines, Toronto and Windsor, Ont.

The issue of increased wages was a factor in 14 of the 22 disputes in existence during February. Of the other stoppages, five arose over conditions of work, two over dismissals or suspensions and one over a union question.

*See Tables G-1 and G-2 at back of book.

In February 1956 there were 22 strikes and lockouts in existence, involving 20,144 workers, with a time loss of 234,795 man-working days, compared with 13 strikes and lockouts in January 1956, with 17,335 workers involved and a loss of 338,340 days. In February 1955, there were 12 strikes and lockouts, 2,843 workers involved and a loss of 20,669 days.

For the first two months of 1956 preliminary figures show a total of 25 strikes and lockouts, involving 21,219 workers and a time loss of 573,135 days. In the same period in 1955 final figures show 23 strikes and lockouts, 12,525 workers involved and a loss of 239,654 days.

Based on the number of non-agricultural paid workers in Canada, the time lost in February was 0.27 per cent of the estimated working time; January 1956, 0.38 per cent; February 1955, 0.02 per cent; the first two months of 1956, 0.33 per cent; and the first two months of 1955, 0.14 per cent.

Of the 22 strikes and lockouts in existence in February 1956, two were settled in favour of the workers, three in favour of the employers, three were compromise settlements and four were indefinite in result, work being resumed pending final settlement. At the end of the month 10 disputes were still in existence.

(The record does not include minor strikes such as are defined in a footnote in Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, Que., on February 23, 1954; lumber mill workers at Saint John, N.B., on May 26, 1955; and newspaper printing plant workers at Montreal, Que., on April 20, 1955.)

Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in December 1955 was 134 and 14 were still in progress from the previous month, making a total of 148 during the month. In all stoppages of work in progress, 24,100 workers were involved and a time loss of 116,000 days caused.

Of the 134 disputes leading to stoppages of work that began in December, four, directly involving 1,200 workers, arose over demands for advances in wages, and 69, directly involving 8,200 workers, over other wage questions; 10, directly involving 700 workers, over questions respecting the employment of particular classes or persons; 49, directly involving 3,900 workers, over other questions respecting working arrangements; one, directly involving 800 workers, over questions of trade union principle; and one, directly involving 100 workers, was in support of workers involved in another dispute.

United States

Preliminary figures for January 1956 show 250 work stoppages resulting from labour-management disputes beginning in the month, involving 85,000 workers. The time loss for all work stoppages in progress during the month was 2,000,000 man-days. Corresponding figures for December 1955 were 175 stoppages involving 50,000 workers and a loss of 2,000,000 days.

Prices and the Cost of Living*

Consumer Price Index, March 1, 1956

The consumer price index (1949=100) was unchanged at 116.4 between February 1 and March 1, 1956. A year earlier it stood fractionally lower at 116.0.

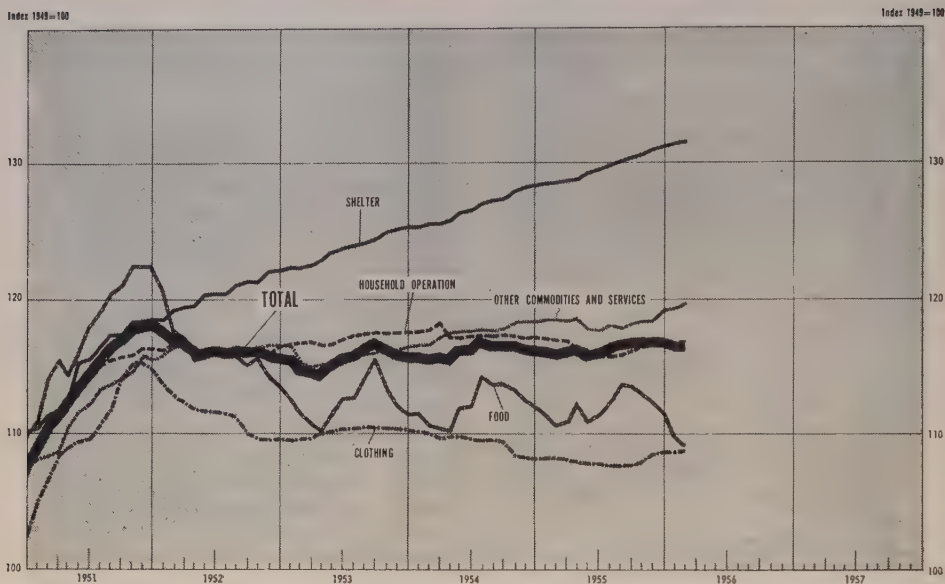
During this twelve-month period, the index has reflected considerable stability of prices, ranging only about 1.0 per cent between 115.9 and 116.9.

In the current month, slight increases in the shelter, clothing, household operation and other commodities and services indexes were offset by a decrease of 0.7 per cent in the food index from 109.9 to 109.1. This marks the lowest point the food index has reached in five years, and it now stands about 9 per cent above its pre-Korean level.

The shelter series remained practically unchanged, moving from 131.5 to 131.6,

*See Tables F-1 and F-2 at back of book.

CONSUMER PRICE INDEX FROM JANUARY 1951



following fractional increases in both rent and home-ownership components. Small scattered increases among clothing items were sufficient to move the clothing index from 108.6 to 108.7. The household operation component also advanced 0.1 per cent from 116.7 to 116.8 under the influence of a few small increases. Higher prices for new passenger cars, compared with those prevailing last autumn, as well as higher quotations for automobile tires and repairs, and hospital rates, were responsible for moving the other commodities and services index from 119.3 to 119.9.

Group indexes one year earlier (March 1, 1955) were: food 110.7, shelter 128.6, clothing 108.0, household operation, 117.0, and other commodities and services 118.3.

City Consumer Price Indexes, February 1956

Consumer price indexes (1949=100) declined in all but one of the ten regional cities between January 3 and February 1, 1956. Decreases ranged from 0.2 per cent in Ottawa to 1.2 per cent in Vancouver. The index for St. John's increased 0.2 per cent over the month.

Food indexes were lower in all cities except St. John's, where it was unchanged. Downward movements were fairly substantial in a number of cities, particularly

Vancouver, where it amounted to 3.0 per cent. Food prices were lower in practically all cities for a wide range of items, notably eggs, oranges, grapefruit, all cuts of beef and to a lesser degree pork, margarine, tea and coffee. Among scattered increases, only those for fresh and canned vegetables, particularly potatoes, were of any consequence.

The shelter indexes showed only minor movements: they remained unchanged in seven cities and rose only 0.1 per cent in the other three. Little change was recorded in the clothing indexes: seven were unchanged, two moved up 0.1 per cent and one declined 0.1 per cent.

Household operation indexes had varied movements: four were unchanged, five increased and the Vancouver index declined 1.8 per cent. Coal prices were up in Montreal, Ottawa and Toronto while sawdust and wood showed a substantial decrease in Vancouver. Prices of soap flakes and detergents were up in a number of cities.

The other commodities and services indexes were unchanged in five cities, down in one and increased in four cities, the 1.5-per-cent increase in the Ottawa index being the largest change. Local transportation fares increased in Ottawa and hospital rates increased in most cities.

Regional consumer price index point changes between January 3 and February 1 were: Vancouver -1.5 to 118.5; Edmonton-Calgary -0.7 to 114.1; Toronto -0.5 to 118.3; Saskatoon-Regina -0.5 to 114.7; Halifax -0.4 to 114.1; Montreal -0.4 to 117.0; Saint John -0.3 to 117.1; Winnipeg -0.3 to 116.5; Ottawa -0.2 to 117.3; St. John's +0.2 to 104.9.*

Wholesale Prices, February 1956

Canada's general wholesale price index (1935-39 = 100) advanced to 222.2 in February from 222.0 a month earlier and 217.4 a year earlier. Six of the major component groups advanced, one declined, and one remained unchanged.

Non-ferrous metals registered the largest gain over January, moving up 0.7 per cent to 203.6. Fibres, textiles and textile products rose 0.5 per cent to 228.9, vegetable products advanced 0.3 per cent to 193.3, and iron and its products rose 0.2 per cent to 231.1. Chemicals and allied products advanced 0.2 per cent to 178.6. Increases in United States coal, pottery and sulphur moved non-metallic minerals and their products up 0.1 per cent to 178.9.

Animal products declined 0.7 per cent to 217.4 due to decreases in steers, fresh meats, fowl, eggs, hides and skins, cured meats, fishery products, tallow and raw furs; a small increase occurred for cheese in the milk products sub-group.

Wood, wood products and paper remained unchanged at 305.8.

Canadian farm product prices at terminal markets were slightly lower between January and February; the composite index dropped 0.4 per cent to 195.9 from 196.7.

The animal products series receded to 232.3 from 235.0, reflecting lower prices for steers, eggs, and eastern poultry and cheesemilk, which overbalanced minor increases for hogs, lambs and calves. On the other hand, field products rose to 159.5 from 158.4 as prices advanced sharply for potatoes in the West. Moderate increases were noted for potatoes in eastern markets, while flax, rye, western hay and Ontario corn and oats were also higher. The price of Ontario wheat was somewhat lower.

Residential building material prices were stable in February; the index remained unchanged at 289.6 as minor

offsetting price changes occurred for a few items. Some plumbing series, notably pipe, and spruce lumber registered gains, while offsetting decreases were reported for fir dimensions and shellac.

Non-residential material prices rose fractionally, the index (1949=100) moving to 126.9 from 126.7. Higher prices for metals were, in turn, translated into firmer quotations among plumbing and heating equipment, and hardware series. Eastern spruce lumber also reflected strength, while declines occurred in shellac, building block and certain fir lumber specifications.

U.S. Consumer Price Index, February 1956

The United States consumer price index (1947-49=100) showed no change between mid-January and mid-February, the U.S. Bureau of Labor Statistics reported.

At 114.6, the index was 0.3 per cent higher than in February 1955 and a little lower than the 115.0 of February 1954.

Again in February, food prices were down and other prices were up.

U.K. Index of Retail Prices, December 1955

The United Kingdom index of retail prices (Jan. 1952=100), compiled by the Ministry of Labour, remained unchanged at 116.2 between mid-November and mid-December 1955. Over the year, the index rose steadily from 110.2 in mid-January.

The mid-December index was 6.4 points higher than a year earlier.

New U.K. Index to be Adopted

A new index that reflects changes in the pattern of consumer spending and corrects errors in the old index has been devised by the U.K. Ministry of Labour. Prices on January 17, 1956, will be taken as the base. The index for mid-February will be the first published on the new base.

For the first time the items on which the index is based include television sets, washing machines, second-hand cars, tailor-made suits, fully-fashioned nylon hosiery, lipstick and face powder. Dropped from the index have been rabbits, formerly a popular meal, especially with the working classes, lump sugar and turnips.

Announcing the new index, Ian Macleod, Minister of Labour, explained that food had been slightly overweighted in the old index, with the result that it had slightly overestimated rises in the cost of living.

*On base June 1951=100.

Publications Recently Received

in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 92.

Apprenticeship

1. APPRENTICESHIP COMMISSION OF THE PRINTING TRADES OF THE CITY OF MONTREAL. *Tenth Annual Report, 1954-55.* Montreal, 1955. Pp. 94.

2. TASMANIA. APPRENTICESHIP COMMISSION. *Twelfth Annual Report for the Year ended 31st December 1954.* Hobart, Government Printer, 1955. Pp. 8.

Arbitration, Industrial

3. AUSTRALIA, CHIEF CONCILIATION COMMISSIONER. *Annual Report pursuant to Section 108 of the Conciliation and Arbitration Act 1904-1952, 8th October, 1953, to 7th October, 1954.* Canberra, Government Printing Office, 1955. Pp. 3.

4. U.S. NATIONAL MEDIATION BOARD. *Twenty-First Annual Report, including the Report of the National Railroad Adjustment Board for the Fiscal Year ended June 30, 1955.* Washington, G.P.O., 1955. Pp. 74.

Congresses and Conventions

5. CONFEDERATION OF SHIPBUILDING AND ENGINEERING UNIONS. *Report of Proceedings of the 20th Annual Meeting... Blackpool on...9th, 10th, 11th and 12th August, 1955.* Newcastle-on-Tyne, 1955. Pp. 495.

6. INTERNATIONAL CHEMICAL WORKERS UNION. *Twelfth Annual Convention, St. Louis, Mo., August 8-12, 1955. Proceedings of the Convention including Report of the Executive Board; Executive Board Supplemental Report; Report of the Secretary-Treasurer; Resolutions; Report of the Certified Public Accountant; Constitution.* Akron, 1955. Pp. 409.

7. INTERNATIONAL UNION UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA. *Proceedings, Fifteenth Constitutional Convention, March 27-April 1, 1955, Cleveland, Ohio.* Detroit, 1955. Pp. 593.

8. INTERNATIONAL LABOUR CONFERENCE. 38th, GENEVA, 1955. DELEGATION FROM AUSTRALIA. *Reports of the Australian Government Employers' and Workers' Delegates to the Thirty-Eighth Session of the International Labour Conference, Geneva, June 1955.* Canberra, 1955. 1 Volume (various pagings).

9. LABOUR PARTY (GREAT BRITAIN). *Report of the 54th Annual Conference held in...Margate, October 10 to October 14, 1955.* London, 1955. Pp. 307.

10. NEW BRUNSWICK FEDERATION OF LABOUR. *Official Proceedings of the 43rd Annual Convention, Campbellton, N.B., September 12th, 13th 14th, 1955.* St. John, 1955. Pp. 98.

11. NEW YORK STATE FEDERATION OF LABOR. *Official Proceedings, 92nd Annual Convention, 1955, Buffalo, N.Y., July 18, 19, 20, 21, 1955.* Albany, 1955. Pp. 137.

12. ROYAL SOCIETY FOR THE PREVENTION OF ACCIDENTS. *Proceedings of the National Industrial Safety Conference, 1955, the Spa, Scarborough, May 20th, 21st and 22nd.* London, 1955. Pp. 94.

13. UNITED FISHERMEN AND ALLIED WORKERS UNION. *Resolutions and Summary of Proceedings, Tenth Annual Convention, March 22-27, 1954, Vancouver, B.C.* Vancouver, 1954. Pp. 97.

14. UNITED FISHERMEN AND ALLIED WORKERS UNION. *Resolutions and Summary of Proceedings, Eleventh Annual Convention, March 28-April 1, 1955, Vancouver, B.C.* Vancouver, 1955. Pp. 67.

Civil Service

15. GREAT BRITAIN. CIVIL SERVICE COMMISSION. *Report of Her Majesty's Civil Service Commissioners for the Period 1st April, 1954 to 31st March, 1955; being the 89th Report of the Commissioners.* London, H.M.S.O., 1955. Pp. 33.

16. QUEENSLAND. PUBLIC SERVICE COMMISSIONER. *Thirty-Fourth Annual Report; being the Report for the Year ended 30th, June, 1955.* Brisbane, Government Printer, 1955. Pp. 45.

17. U.S. CIVIL SERVICE COMMISSION. EMPLOYMENT STATISTICS OFFICE. *Occupations of Federal White-Collar Workers showing Sex, Grades, and Average Salaries of Employees on August 31, 1954*. Washington, G.P.O., 1955. Pp. 53.

A study of white collar workers who form 70 per cent of the U.S. Government's civilian employees. The following tables are included: A.—Distribution of white-collar employees, by occupation, June 30, 1951 and August 31, 1954; B.—Occupational distribution of full-time white-collar employees, by agency, August 31, 1954; C.—Grade distribution and average annual salary of full-time white-collar employees, by occupation, August 31, 1954.

Efficiency, Industrial

18. MEHTA, M. M. *Measurement of Industrial Productivity*. Calcutta, World Press Ltd., 1955. Pp. 98.

"This study attempts to analyse and examine some of the problems connected with the meaning and measurement of industrial productivity." Cf. Preface.

19. WEISS, ABRAHAM. *What Automation means to You; a Summary of the Effects of the Second Industrial Revolution on the American Worker*. Washington, International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, 1955. Pp. 11.

The author points out that fewer workers produce more goods. For example, in January 1955, about 12½ million workers were able to produce as much as 13½ million workers produced 14 months before.

Factory Inspection

20. GREAT BRITAIN. FACTORY DEPARTMENT. *Annual Report of the Chief Inspector of Factories for the year 1954*. London, H.M.S.O., 1955. Pp. 265.

21. IRELAND (EIRE). FACTORY INSPECTION SERVICE. *Report for 1954 on the Work of the Factory Inspection Service*. Dublin, Stationery Office, 1955. Pp. 17.

Labour Bureaus

22. CANADA. DEPARTMENT OF LABOUR. *Annual Report for the Fiscal Year ended March 31, 1955*. Ottawa, Queen's Printer, 1955. Pp. 88.

23. CANADA. UNEMPLOYMENT INSURANCE COMMISSION. *Fourteenth Annual Report, Fiscal Year ending March 31, 1955*. Ottawa, Queen's Printer, 1955. Pp. 47.

24. ILLINOIS. DEPARTMENT OF LABOR. *Annual Report, 1954-1955*. Springfield, 1955. Pp. 88.

25. MALTA. DEPARTMENT OF LABOUR. *Report for the Year 1953*. Valetta, Government Printing Office, 1955. Pp. 67.

26. MAURITIUS. LABOUR DEPARTMENT. *Annual Report for 1954*. Port Louis, Government Printer, 1955. Pp. 73.

27. MICHIGAN. DEPARTMENT OF LABOR. *Annual Report, 1955*. Lansing, 1956. Pp. 27.

28. QUEBEC (PROVINCE). DEPARTMENT OF LABOUR. *General Report on the Activities of the Year ending March 31, 1955*. Quebec, Queen's Printer, 1955. Pp. 283.

29. TASMANIA. DEPARTMENT OF LABOUR AND INDUSTRY. *Fifteenth Annual Report for the Year ended 31st December 1954*. Hobart, Government Printer, 1955. Pp. 23.

Labour Organization

30. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Forty-Fourth Annual Report on Labour Organization in Canada*. 1955 ed. Ottawa, Queen's Printer, 1955. Pp. 124.

31. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Handbook of Union Government Structure and Procedures*, by James J. Bambrick and George H. Haas. New York, 1955. Pp. 120.

"This...study is based on an analysis of the constitutions of 194 unions with a declared membership of 17,513,798." Topics discussed include merger of the AFL and CIO, Dues, Initiation Fees, Strike Authorization Procedures, Strike Vote Procedures, Contract Authorization Procedures, Union Admittance, Disciplinary Procedures, Election of Union Presidents, Union Conventions and Executive Boards.

Labour Supply

32. CASSELMAN, PAUL HUBERT. *Economics of Employment and Unemployment*. Washington, Public Affairs Press, 1955. Pp. 183.

Partial Contents.—Full Employment.—The Factors governing Employment.—Seasonal Variations in Employment.—The Business Cycle and Employment.—Unemployment other than Cyclical and Seasonal.—Part-Time Employment and Under-Employment.—Employment Forecasting.

33. U.S. NATIONAL SCIENCE FOUNDATION. *Scientific Personnel Resources; a Summary of Data on Supply Utilization and Training of Scientists and Engineers*. Washington, G.P.O., 1955. Pp. 86.

Partial Contents.—The Growth of Science and Technology.—The Supply and Utilization of Scientists and Engineers.—The Professional Characteristics and Employment of Scientists and Engineers.—The Educational System, and the Training of Scientists and Engineers. Appendix: Organizations engaged in the Collection of Scientific Personnel Information.

Labouring Classes

34. ARNOT, ROBERT PAGE. *A History of the Scottish Miners from the Earliest Times*. London, Allen and Unwin, 1955. Pp. 445.

This is the story of Scottish Miners with particular reference to their unions.

35. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Provincial Labour Standards concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Equal Pay for Equal Work, Fair Employment Practices, Weekly Rest-Day and Workmen's Compensation*. Ottawa, 1955. Pp. 25.

36. INTERNATIONAL LABOUR OFFICE. *Forced Labour*. Sixth Item on the Agenda. Geneva, 1955-1956. 2 Volumes.

At head of title: Report 6 (1)-(2). International Labour Conference. 39th session, Geneva, 1956. Volume 1 contains a report and questionnaire. Volume 2 contains replies of member governments to the questionnaire.

37. JAPAN. MINISTRY OF LABOR. *Japan Labor Year Book for 1953*. Tokyo, 1954. Pp. 130.

38. QUEBEC (PROVINCE). EXECUTIVE COUNCIL... *Decree relating to the Dress Industry, Province of Quebec, administered by the Joint Commission for the Dress Industry of the Province of Quebec*. Rev. ed. with Amendments. Montreal? Joint Commission for the Dress Industry of the Province of Quebec, 1952. Pp. 26. Amendment sheets added covering years 1953, 1954, 1955.

39. U.S. CONGRESS. JOINT COMMITTEE ON THE ECONOMIC REPORT. *Low-Income Families*. Hearings before the Subcommittee on Low-Income Families... 84th Congress, 1st session, pursuant to Sec. 5(a) of Public law 304, 79th Congress. Washington, G.P.O., 1955. Pp. 757. Hearings held November 18-23, 1955. John Sparkman, Chairman of Subcommittee on Low-Income Families.

40. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Welfare and Pension Plans Investigation*. Interim Report; Panel Discussion, Review of Selected Plans: Two Plans evidencing Corrupt Operation, submitted to the Committee on Labor and Public Welfare by its Subcommittee on Welfare and Pension Funds, pursuant to S. Res. 40, 84th Congress, 1st sess. Washington, G.P.O., 1955. Pp. 59.

This Interim Report contains a summary of a panel discussion among labor and business representatives on welfare and pension plans and funds subject to collective bargaining. The report also contains a summary of

testimony on the general pattern of plans in the steel and automobile industries and a summary of alleged irregularities in the plans of the Laundry Workers' International Union and the Pointers, Cleaners and Caulkers Union Local No. 52, Chicago, Ill.

Statistics

41. GREAT BRITAIN. BOARD OF TRADE. *The Commonwealth and the Sterling Area*. 75th Statistical Abstract, 1951-1954. London, H.M.S.O., 1955. Pp. 318.

42. NEWSPRINT ASSOCIATION OF CANADA. *Newsprint Data: 1955. Statistics of World Supply and Demand*. Montreal, 1955. Pp. 23.

Wages and Hours

43. MANITOBA. DEPARTMENT OF LABOUR. *Annual Wage and Salary Survey, 1955, reflecting Rates contained in Final September Payroll*. Winnipeg, 1955? Pp. 43.

44. ROTHSCHILD, KURT WILHELM. *The Theory of Wages*. Oxford, Basil Blackwell, 1954. Pp. 178.

"The considerable advances made by economic theory in the past 20 years in such fields as imperfect competition, under-employment and full employment have thrown much new light on the wage question. This modern work on wage theory combines these new developments with a full account of the earlier wage doctrines and thus gives a rounded picture of the present state of the debate in this important sector of economic science. The 15 chapters of the book are subdivided into 3 parts: Wages under perfect competition, Wages in the actual world, Wages and the community."

Workmen's Compensation

45. ILLINOIS. DEPARTMENT OF LABOR. *Annual Report on Compensable Work Injuries. Part 2. Compensation Claims closed, 1954*. Springfield, 1955. Pp. 38, 36.

46. MICHIGAN. WORKMEN'S COMPENSATION DEPARTMENT. *Annual Report, Oct. 1, 1954 to Sept. 30, 1955*. Lansing, 1955. Pp. 35.

47. NEBRASKA. WORKMEN'S COMPENSATION COURT. *Thirteenth Annual Report, July 1, 1954 to June 30, 1955, Inclusive*. Lincoln, 1955. Pp. 27.

48. U.S. EMPLOYEES' COMPENSATION APPEALS BOARD. *Decisions. Volume 5. July 1, 1952-June 30, 1953*. Washington, G.P.O., 1955. Pp. 630.

Miscellaneous

49. CANADA. DEPARTMENT OF JUSTICE. *Report of the Director of Investigation and Research, Combines Investigation Act for the Fiscal Year ended March 31, 1956*. Ottawa, 1955. Pp. 72.

50. CANADIAN AUTOMOBILE CHAMBER OF COMMERCE. *Facts and Figures of the Automobile Industry*. 1955 ed. Toronto, 1955. Pp. 40, 23.

51. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Foundry Craftsmen; the Moulder*. 2d ed. London, H.M.S.O., 1955. Pp. 16. This pamphlet describes the work and training of the craftsmen.

52. JOURNÉES D'ÉTUDES EUROPÉENNES SUR LA POPULATION, PARIS, 1953. *Etudes Européennes de Population: Main-d'oeuvre, Emploi, Migrations. Situation et Perspectives*. Paris, Editions de l'Institut national d'études démographiques, 1954. Pp. 438. At head of title: Centre européen d'études de population.

Papers given before a Conference on European Population held in Paris on May 21, 22 and 23, 1953. The conference was sponsored by the Institut National d'Etudes Demographiques, a French government agency.

53. MCNAIR, JOHN. *James Maxton, the Beloved Rebel*. London, Allen & Unwin, 1955. Pp. 337.

Biography of the Scotch socialist M.P. who was one of the leaders of the Independent Labour Party during his lifetime.

54. RICHARDSON (JAMES) AND SONS. *Western Canadian Oils including Natural Gas Review.. 1956 Version*. Edition Ten. Winnipeg, 1956. Pp. 80.

55. SCHUMPETER, JOSEPH ALOIS. *History of Economic Analysis*; edited from manuscript by Elizabeth Boody Schumpeter. New York, Oxford University Press, 1954. Pp. 1260.

A history of economic developments from the earliest times up to modern times.

56. U.S. SELECTIVE SERVICE SYSTEM. *Annual Report of the Director of Selective Service for the Fiscal Year 1955 to the Congress of the United States pursuant to the Universal Military Training and Service Act, as amended*. Washington, G.P.O., 1956. Pp. 109.

57. WORLD CONFEDERATION OF ORGANIZATIONS OF THE TEACHING PROFESSION. *Annual Report including a Summary of Proceedings of the Assembly of Delegates, Istanbul, Turkey, July 31-August 5, 1955*. Washington, 1955. Pp. 51.

Selected Bibliography on Automation

(articles issued in Canada)

Accent on automation, by B. J. Henderson. (In *Monetary Times*, Dec. 1955, p. 29-30; 66-67.)

Automatic factories are key to next technical advance, by J. J. Brown. (In *Canadian Business*, Oct. 1955, p. 26-29.)

Automation. (In *Labor Facts*, Jan. 1956, p. 1, 6-16.)

Automation. (In *Labour Gazette*, April 1955, p. 411-14.)

Automation: Part I. Automation: Part II. (In *Labour Research*, Oct.-Nov.-Dec. 1955, p. 1-12; Jan. Feb.-March 1956, p. 1-12.)

Automation, a new impact and challenge, by T. F. Silvey, (In *Canadian Unionist*, Jan. 1955, p. 9-10.)

Automation and its challenges, by E. H. Walker. (In *Canadian Personnel and Industrial Relations Journal*, 4th quarter, 1955, p. 16-22.)

Automation; facts every worker needs to know. (In *UE News* (Canadian), Feb. 10, 1956, p. 2-3.)

(Digest of article in *Labor Facts*, Jan. 1956.)

Automation in aircraft industry, by G. Glinski. (In *Canadian Aviation*, Nov. 1955, p. 87-88.)

Automation—its personnel aspects. (In *Industrial Canada*, July 1955, p. 236-240.)

L'Automation laisse prévoir le salaire annuel garanti. (In *Le Travail*, May 27, 1955, p. 4-5.)

Automation, the word and the reality. (In *Industrial Canada*, January 1956, p. 41-50.)

Automation will change your job and your life, by J. McArthur. (In *Financial Post*, Sept. 3, 1955, p. 15.)

Automatisme, by L. P. Bonneau. (In *Revue de l'Univ. Laval*. Feb. 1955, p. 492-503.)

CANADA. Civil Service Commission. Organizations and Methods Service. Bibliography on electronic computers and data processing. 63p. Mimeographed. Supplement 1. June-July 1955. 14p.

Electronics industry grosses half a billion dollars a year. (In *Monetary Times*, March 1955, p. 48-50.)

First national conference of white collar workers discusses office automation. (In *The Canadian Unionist*, Oct. 1955, p. 426.)

Guideposts to further automation, by David Rubinien. (In *Plant Administration*, Sept. 1954, p. 126; 131-134; 136.)

- Industry has a new robot servant (digest of address), by M. O. Cross, Jr. (In *Financial Post*, Feb. 19, 1955, p. 24.)
- Labor roundup; how automation profits labor, by J. McArthur. (In *Financial Post*, May 28, 1955, p. 9.)
- Machines that feed on raw data; review article of *Electronic data processing in industry*. (In *Canadian Business*, Sept. 1955, p. 84, 86.)
- Management's new look—1955, by G. A. Wilkinson. (In *Trades and Labour Congress Journal*, March 1955, p. 18-19.)
- Modern marvels of automation transform industrial world. (In *Monetary Times*, March 1955, p. 51.)
- A new day's a'comin'—what to expect from automation. (In *Plant Administration* (1955), p. 76; 214; 216.)
- No coffee-break for these super-clerks, by D. R. Gordon. (In *Financial Post*, Nov. 26, 1955, p. 19.)
- Office automation; what's happening in CNR accounting? (In *Canadian National Magazine*, Jan. 1955, p. 4-5.)
- Plugged-in brains widening business, by V. J. Egan. (In *Financial Post*, April 23, 1955, p. 21.)
- "Supersonic" brain designing aid, by G. Glinski. (In *Canadian Aviation*, Dec. 1955, p. 81-82.)
- There is no need to fear automation, by J. J. Brown. (In *Canadian Business*, Oct. 1955, p. 30-34.)
- They'll learn computer magic (In *Financial Post*, Sept. 24, 1955, p. 40.)
- Trade unions and "Automation", by J. Walton. (In *Trades and Labour Congress Journal*, August 1955, p. 33.)
- What office equipment means to business; automation has brought a challenging new era, by R. G. Sinn. (In *Financial Post*, May 14, 1956, p. 50.)
- Will a machine ever take your job, by N. DePoe. (In *Maclean's Magazine*, Oct. 1, 1955, p. 20-21; 62-67.)
- You just 'plug in' this brain. (In *Financial Post*, Sept. 24, p. 18.)

Sharing Increased Productivity Benefits

Some problems encountered by Denmark in attempting to share equitably the benefits derived from increased productivity are discussed by Ivar Norgaard, Esbjerg Labour College headmaster, in the February-March issue of *Trade Union Information*.

Several examples are cited to show that collective bargaining in Denmark—where trade unions are strong—nets workers a fair share of the benefits.

The conclusion reached in the article is that increased productivity benefits should be shared by consumers, employers and workers alike.

Technical Education

A United Kingdom Government White Paper outlines a program of education that is being followed to obtain an adequate number of engineers and technicians to cope with increasing demands.

Being put in hand immediately is a five-year program of development related as closely as possible to the most urgent demands and the extent of available resources.

The objectives during this period are to increase by about one-half the output of students from advanced courses at technical colleges and a proportionate increase at the lower levels.

This will call for building of schools to be started in the period 1956-61 to the value of about 70 million pounds. When these objectives are secured, the Government will consider what further measures are needed.

The White Paper, *Technical Education*, may be obtained for 32 cents, from The United Kingdom Information Service offices, 275 Albert Street, Ottawa 4, Ont.

Disability Retirement Provisions

Inadequate provision in pension schemes for employees forced into early retirement through disabilities is discussed in a booklet based on a recent survey in 127 firms in the United States.

The booklet, *Disability Retirement in Industrial Pension Plans*, was prepared by the Industrial Relations Section, Department of Economics and Sociology, Princeton University.

The survey indicates that disability clauses are not a universal feature in industrial pension plans. Where these are provided, they do not go far enough.

The survey finds that more and more unions and companies are considering this phase of industrial life and making provision for the individual who must quit work before the generally accepted normal retiring age of 65.

Labour Statistics

	PAGE
Tables A-1 to A-4—Labour Force.....	447
Table B-1—Labour Income.....	449
Tables C-1 to C-6—Employment, Hours and Earnings.....	450
Tables D-1 to D-5—Employment Service Statistics.....	456
Tables E-1 to E-4—Unemployment Insurance.....	462
Tables F-1 and F-2—Prices.....	465
Tables G-1 and G-2—Strikes and Lockouts.....	466
Tables H-1 and H-2—Industrial Accidents.....	470

A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED JANUARY 21, 1956

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,517	101	402	1,577	2,024	960	453
Agricultural.....	694	*	41	149	201	279	23
Non-Agricultural.....	4,823	100	361	1,428	1,823	681	430
Males.....	4,242	82	318	1,233	1,504	759	346
Agricultural.....	674	*	40	148	193	270	22
Non-Agricultural.....	3,568	81	278	1,085	1,311	489	324
Females.....	1,275	19	84	344	520	201	107
Agricultural.....	20	*	*	*	*	*	*
Non-Agricultural.....	1,255	19	83	343	512	192	106
All Ages.....	5,517	101	402	1,577	2,024	960	453
14—19 years.....	503	14	39	186	156	78	30
20—24 years.....	712	18	51	232	237	125	49
25—44 years.....	2,588	46	183	725	958	454	222
45—64 years.....	1,504	22	113	384	583	266	136
65 years and over.....	210	*	16	50	90	37	16
<i>Persons with Jobs</i>							
All status groups.....	5,231	93	369	1,456	1,954	925	434
Males.....	3,988	75	286	1,126	1,442	728	331
Females.....	1,243	18	83	330	512	197	103
Agricultural.....	688	*	40	148	199	277	23
Non-Agricultural.....	4,543	92	329	1,308	1,755	648	411
Paid Workers.....	4,107	76	291	1,180	1,619	569	372
Males.....	2,968	60	217	874	1,143	397	277
Females.....	1,139	16	74	306	476	172	95
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	286	*	33	121	70	35	19
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,109	155	472	1,428	1,648	940	466
Males.....	1,047	50	110	248	312	215	112
Females.....	4,062	105	362	1,180	1,336	725	354

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended Jan. 21, 1956		Week Ended Dec. 10, 1955		Week Ended Jan. 22, 1955	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	299	281	218	202	382	364
Without Jobs.....	286	269	200	185	363	346
Under 1 month.....	82		86		100	
1—3 months.....	154		81		176	
4—6 months.....	29		17		50	
7—12 months.....	*		*		23	
13—18 months.....	*		*		*	
19—and over.....	*		*		*	
Worked.....	13	12	18	17	19	18
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	*	*	11	10	11	11

⁽¹⁾ To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	68,269
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	64,551
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828

TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping Logging and Mining	Manufacturing Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

Source: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	303	63	233	199	32	906
1953—Average.....	72	329	70	252	213	35	976
1954—Average.....	72	323	68	261	239	36	999
1955—Average.....	74	344	78	276	262	38	1,072
1954—December.....	78	325	71	269	253	36	1,032
1955—January.....	71	318	60	257	250	35	991
February.....	68	327	57	257	252	35	996
March.....	59	330	56	259	257	36	997
April.....	59	335	63	266	255	36	1,013
May.....	69	340	72	273	258	37	1,049
June.....	77	346	86	279	265	38	1,091
July.....	80	346	86	283	260	38	1,093
August.....	81	353	92	282	261	39	1,108
September.....	81	355	93	285	273	39	1,126
October.....	82	358	99	289	271	40	1,139
November.....	83	357	89	290	274	40	1,133
December.....	81	363	80	290	272	39	1,125

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At January 1, employers in the principal non-agricultural industries reported a total employment of 2,596,718.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

Source: Employment and Payrolls, (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1953—Jan. 1.....	113.0	141.6	125.3	53.81	111.4	139.1	124.9	54.92
Feb. 1.....	110.3	145.6	132.0	56.72	111.9	149.7	133.8	58.82
Mar. 1.....	110.0	147.0	133.6	57.40	112.7	151.9	134.8	59.25
Apr. 1.....	110.0	146.7	133.4	57.33	112.9	152.6	135.2	59.43
May 1.....	110.9	148.2	133.9	57.52	113.1	152.9	135.2	59.43
June 1.....	112.4	151.5	134.4	57.72	113.4	154.0	135.2	59.43
July 1.....	114.9	154.5	134.0	57.57	114.7	155.0	134.5	59.16
Aug. 1.....	115.6	155.3	133.9	57.52	114.4	153.9	134.0	58.93
Sept. 1.....	116.6	157.0	134.1	57.61	115.6	155.4	133.8	58.83
Oct. 1.....	116.9	158.7	135.3	58.11	115.2	157.1	135.8	59.69
Nov. 1.....	115.9	157.4	135.3	58.14	113.1	155.0	136.4	59.98
Dec. 1.....	114.1	154.9	135.3	58.13	110.9	152.8	137.1	60.29
1954—Jan. 1.....	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1.....	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1.....	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1.....	105.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1.....	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1.....	109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1.....	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1.....	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1.....	112.9	155.5	137.2	58.93	108.3	150.8	138.4	60.87
Oct. 1.....	113.4	157.1	137.9	59.25	108.1	151.8	139.6	61.39
Nov. 1.....	112.5	157.2	139.2	59.78	106.3	150.5	140.8	61.89
Dec. 1.....	112.1	156.2	138.7	59.59	105.4	149.7	141.2	62.07
1955—Jan. 1.....	109.1	149.2	136.1	58.49	103.2	143.5	138.3	60.80
Feb. 1.....	105.8	148.8	140.0	60.15	103.6	148.2	142.2	62.53
Mar. 1.....	105.6	150.3	141.7	60.86	105.7	152.5	143.5	63.11
Apr. 1.....	105.7	150.0	141.2	60.68	106.5	154.2	143.9	63.28
May 1.....	107.4	153.1	141.9	60.96	107.3	156.6	145.1	63.81
June 1.....	111.7	158.8	141.4	60.76	109.3	158.9	144.5	63.54
July 1.....	115.3	164.1	141.7	60.87	111.6	161.5	143.9	63.28
Aug. 1.....	116.1	166.0	142.3	61.13	111.4	161.0	143.7	63.18
Sept. 1.....	118.3	169.0	142.2	61.11	114.0	164.9	143.8	63.24
Oct. 1.....	118.5	170.4	143.1	61.49	113.4	166.2	145.6	64.04
Nov. 1.....	118.2	171.4	144.3	61.97	112.8	166.5	146.8	64.54
Dec. 1.....	117.9	170.9	144.4	62.02	112.3	166.3	147.2	64.71
1956—Jan. 1.....	114.7	162.5	141.1	60.61	109.8	157.0	142.1	62.50

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Jan. 1 1956	Dec. 1 1955	Jan. 1 1955	Jan. 1 1956	Dec. 1 1955	Jan. 1 1955
(a) Provinces						
Newfoundland.....	125.5	140.9	123.5	52.95	55.11	49.81
Prince Edward Island.....	113.4	120.9	103.2	45.11	45.59	43.67
Nova Scotia.....	99.4	100.5	96.8	49.94	51.01	48.28
New Brunswick.....	107.4	110.2	102.9	53.60	51.68	50.37
Quebec.....	115.9	119.7	109.7	58.49	59.93	56.18
Ontario.....	115.3	117.1	109.2	62.82	64.55	61.20
Manitoba.....	105.5	108.5	103.5	58.28	58.45	56.23
Saskatchewan.....	113.3	121.6	115.8	58.16	58.79	56.43
Alberta (including Northwest Territories).....	133.4	137.5	128.5	62.71	63.94	59.09
British Columbia (including Yukon).....	111.5	116.6	103.9	65.17	66.93	62.60
Canada.....	114.7	117.9	109.1	60.61	62.02	58.49
(b) Metropolitan Areas						
St. John's.....	112.4	124.9	114.0	44.81	45.10	41.95
Sydney.....	89.1	89.4	92.1	61.87	63.28	60.12
Halifax.....	119.9	117.2	114.3	48.10	49.55	47.09
Saint John.....	106.5	95.6	107.6	49.83	48.92	47.54
Quebec.....	107.2	111.9	104.9	49.69	52.23	48.81
Sherbrooke.....	104.9	106.3	102.6	50.50	52.92	48.10
Three Rivers.....	108.2	111.5	95.2	56.74	59.24	56.08
Drummondville.....	77.6	79.0	73.0	52.53	54.30	50.69
Montreal.....	116.1	118.7	109.9	58.84	60.97	56.59
Ottawa—Hull.....	115.9	117.6	111.1	56.27	57.18	54.44
Peterborough.....	96.9	96.4	94.1	64.10	65.50	60.78
Oshawa.....	79.0	80.9	146.8	65.68	66.64	71.77
Niagara Falls.....	117.9	123.3	114.9	68.98	68.62	66.85
St. Catharines.....	103.0	104.8	111.1	70.78	72.35	68.26
Toronto.....	125.4	126.2	120.7	63.57	65.25	62.00
Hamilton.....	110.0	111.6	100.2	65.67	67.17	62.83
Brantford.....	88.3	88.1	81.1	59.45	60.46	58.36
Galt.....	105.5	104.3	95.5	53.62	56.98	53.13
Kitchener.....	106.5	110.6	101.7	58.06	59.59	55.80
Sudbury.....	132.6	132.6	132.1	76.13	76.69	72.53
London.....	110.4	113.1	107.2	58.06	58.85	55.88
Sarnia.....	124.1	126.0	111.5	72.25	75.08	72.83
Windsor.....	108.1	110.2	79.6	61.62	72.01	69.15
Sault Ste. Marie.....	119.2	121.2	93.7	75.23	76.90	66.91
Ft. William—Pt. Arthur.....	108.5	114.1	105.3	64.18	64.93	59.68
Winnipeg.....	105.5	108.7	103.4	55.19	55.50	53.65
Regina.....	112.3	118.1	116.0	56.67	55.90	54.26
Saskatoon.....	115.4	122.5	116.5	54.69	54.59	53.91
Edmonton.....	157.7	163.3	149.0	57.19	59.57	55.13
Calgary.....	142.6	144.3	135.5	59.97	60.54	57.48
Vancouver.....	110.8	112.3	103.4	63.06	64.77	60.85
Victoria.....	120.3	118.2	113.7	60.24	60.94	56.27

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Jan. 1 1956	Dec. 1 1955	Jan. 1 1955	Jan. 1 1956	Dec. 1 1955	Jan. 1 1955
Mining	114.4	116.5	110.8	73.65	76.32	70.33
Metal mining.....	117.8	120.3	112.7	75.13	78.88	72.61
Gold.....	76.5	78.9	81.6	68.11	69.33	66.35
Other metal.....	156.3	159.0	141.7	78.34	83.30	78.97
Fuels.....	106.0	106.2	104.8	73.42	74.73	69.88
Coal.....	71.1	70.5	77.0	62.09	64.65	59.22
Oil and natural gas.....	220.8	223.6	196.7	84.77	85.18	81.36
Non-metal.....	124.8	131.3	121.3	67.87	69.62	64.65
Manufacturing	109.8	112.3	103.2	62.50	64.71	60.80
Food and beverages.....	99.5	109.1	98.4	56.88	56.74	55.04
Meat products.....	118.3	124.6	114.0	63.93	66.77	64.10
Canned and preserved fruits and vegetables.....	70.0	99.6	70.0	49.90	46.40	47.05
Grain mill products.....	103.0	104.5	104.6	60.25	62.21	57.40
Bread and other bakery products.....	108.5	109.3	104.9	55.16	54.69	52.52
Biscuits and crackers.....	84.6	91.3	84.3	46.00	47.88	43.22
Distilled and malt liquors.....	104.1	116.1	103.7	73.71	72.28	70.69
Tobacco and tobacco products.....	93.8	97.3	109.9	58.20	57.77	49.27
Rubber products.....	111.3	114.4	102.3	63.80	66.11	62.02
Leather products.....	87.6	89.2	82.9	42.20	45.46	41.25
Boots and shoes (except rubber).....	90.1	91.2	85.9	39.40	43.16	38.61
Textile products (except clothing).....	87.3	88.1	80.3	50.62	53.03	49.56
Cotton yarn and broad woven goods.....	89.5	88.9	81.8	47.41	50.99	47.14
Woollen goods.....	72.9	74.4	69.8	49.00	51.63	47.09
Synthetic textiles and silk.....	89.2	88.6	84.5	57.40	58.44	54.96
Clothing (textile and fur).....	91.6	94.6	86.3	38.72	42.07	39.07
Men's clothing.....	97.3	99.4	88.4	37.76	40.74	37.80
Women's clothing.....	88.1	91.2	83.7	38.66	41.64	38.78
Knit goods.....	83.4	86.5	77.0	40.22	44.11	40.22
Wood products.....	104.0	107.7	96.7	54.34	57.03	52.64
Saw and planing mills.....	104.5	108.4	97.3	56.23	58.30	54.39
Furniture.....	109.1	112.2	102.6	51.55	56.02	50.87
Other wood products.....	92.4	96.3	83.5	50.64	52.70	47.35
Paper products.....	113.6	119.7	113.2	75.48	77.04	71.40
Pulp and paper mills.....	120.9	122.0	116.4	82.12	82.91	76.85
Other paper products.....	113.0	114.2	105.5	58.16	61.73	56.73
Printing, publishing and allied industries.....	112.4	113.6	111.0	68.54	69.99	65.70
Iron and steel products.....	106.3	107.1	95.6	69.97	73.04	66.42
Agricultural implements.....	64.4	62.9	64.0	70.56	70.75	67.95
Fabricated and structural steel.....	123.2	128.4	126.6	72.33	75.00	71.31
Hardware and tools.....	106.6	107.9	97.3	65.12	67.64	62.92
Heating and cooking appliances.....	98.4	102.9	92.0	60.29	63.78	56.84
Iron castings.....	102.6	104.2	82.6	68.18	73.68	64.49
Machinery mfg.....	112.3	112.4	106.4	68.65	71.53	65.64
Primary iron and steel.....	114.4	114.7	94.5	78.54	80.32	71.98
Sheet metal products.....	108.0	110.3	98.6	64.82	69.31	62.54
Transportation equipment.....	129.2	128.2	119.9	67.01	71.81	69.03
Aircraft and parts.....	345.3	339.2	340.3	75.01	76.86	73.28
Motor vehicles.....	113.0	110.1	81.9	64.13	78.55	80.31
Motor vehicle parts and accessories.....	92.6	93.6	106.1	68.24	70.45	70.71
Railroad and rolling stock equipment.....	90.0	88.9	81.1	63.61	63.69	62.27
Shipbuilding and repairing.....	137.8	141.6	134.1	61.79	68.28	58.01
Non-ferrous metal products.....	128.2	129.9	119.7	72.57	73.95	70.42
Aluminum products.....	132.1	133.5	120.0	68.23	69.09	66.50
Brass and copper products.....	111.7	111.7	102.7	66.77	71.49	65.91
Smelting and refining.....	149.9	152.8	140.9	79.81	79.66	77.07
Electrical apparatus and supplies.....	143.6	145.2	131.7	66.74	69.50	65.30
Non-metallic mineral products.....	125.9	131.2	111.7	64.39	67.48	63.18
Clay products.....	108.5	112.3	99.1	62.63	63.97	61.08
Glass and glass products.....	128.5	132.8	115.7	62.52	65.38	61.62
Products of petroleum and coal.....	126.9	127.0	119.1	91.74	91.58	88.65
Chemical products.....	122.8	124.6	119.6	71.11	71.09	68.41
Medicinal and pharmaceutical preparations.....	112.8	113.4	108.2	65.31	65.54	62.35
Acids, alkalis and salts.....	126.2	128.6	121.7	80.54	79.71	79.42
Miscellaneous manufacturing industries.....	103.5	107.7	100.4	54.01	55.65	52.93
Construction	106.2	125.2	104.2	58.97	63.33	56.70
Building and structures.....	110.7	127.7	104.7	61.85	68.80	60.47
Building.....	117.1	132.6	105.8	61.28	68.19	60.32
Engineering work.....	83.5	107.1	99.7	65.26	72.01	61.16
Highways, bridges and streets.....	98.9	121.2	103.5	53.77	54.04	50.65
Service	115.4	116.3	109.3	41.64	42.04	39.57
Hotels and restaurants.....	108.9	110.0	104.8	35.81	36.07	34.66
Laundries and dry cleaning plants.....	104.4	106.0	100.4	37.39	38.64	36.00
Industrial composite	114.7	117.9	109.1	60.61	62.02	58.48

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

(Hourly-Rated Wage-Earners) Source: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Jan. 1, 1956	Dec. 1, 1955	Jan. 1, 1955	Jan. 1, 1956	Dec. 1, 1955	Jan. 1, 1955
Newfoundland.....	37.8	39.4	39.3	148.3	144.7	142.9
Nova Scotia.....	38.2	40.8	38.0	132.4	129.1	125.2
New Brunswick.....	40.9	41.9	40.1	135.1	130.6	128.4
Quebec.....	40.2	43.0	39.9	132.2	131.6	128.8
Ontario.....	38.8	41.3	39.5	154.7	153.6	149.6
Manitoba.....	38.4	40.9	38.6	141.3	138.0	136.1
Saskatchewan.....	39.8	40.7	39.2	151.5	150.3	148.3
Alberta (1).....	38.4	40.2	39.0	153.7	152.0	148.9
British Columbia (2).....	36.9	38.2	36.8	178.0	176.7	171.7

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1 1956	Dec. 1 1955	Jan. 1 1955	Jan. 1 1956	Dec. 1 1955	Jan. 1 1955	Jan. 1 1956	Dec. 1 1955	Jan. 1 1955
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42-0	44-2	41-3	165-1	165-2	160-6	69.34	73.02	66.33
Metal mining.....	42-2	44-8	42-1	169-4	170-4	164-4	71.49	76.34	69.21
Gold.....	44-9	46-3	44-7	140-4	140-2	139-0	63.04	64.91	62.13
Other metal.....	40-9	44-0	40-7	184-6	185-8	179-9	75.50	81.75	73.22
Fuels.....	41-7	43-0	39-9	159-7	158-9	156-3	66.59	68.33	62.36
Coal.....	40-7	42-2	38-8	151-5	150-9	149-3	61.66	63.68	57.93
Oil and natural gas.....	44-2	44-9	43-3	179-7	177-5	175-6	79.43	79.70	76.03
Non-metal.....	41-9	43-9	40-9	156-7	154-7	152-8	65.66	67.91	62.50
Manufacturing.....	39-1	41-6	39-3	147-4	146-1	142-8	57.63	60.78	56.12
Food and beverages.....	38-5	41-0	39-0	131-3	127-4	126-3	50.55	52.23	49.26
Meat products.....	38-2	40-9	39-5	153-1	153-7	152-6	58.48	62.86	60.28
Canned and preserved fruits and vegetables.....	35-0	37-9	35-3	117-8	105-0	110-7	41.23	39.80	39.08
Grain mill products.....	39-7	42-0	39-1	140-8	140-6	136-0	55.90	59.05	53.18
Bread and other bakery products.....	43-0	43-6	42-5	115-3	113-6	108-8	49.58	49.53	46.24
Distilled and malt liquors.....	40-3	41-5	40-5	167-2	161-8	158-5	67.38	67.15	64.19
Tobacco and tobacco products.....	40-1	40-8	35-9	135-8	132-8	124-3	54.46	54.18	44.62
Rubber products.....	39-6	41-9	40-3	150-2	150-4	144-8	59.60	63.02	58.35
Leather products.....	37-4	41-2	37-1	103-9	93-5	100-9	38.86	42.64	37.43
Boots and shoes (except rubber).....	36-2	40-5	36-0	90-0	99-7	96-7	35.54	40.38	34.81
Textile products (except clothing).....	40-8	43-3	40-6	112-3	112-3	110-7	45.82	48.63	44.94
Cotton yarn and broad woven goods.....	39-3	42-2	39-3	111-1	112-6	111-8	43.66	47.52	43.94
Woolen goods.....	41-2	44-2	41-5	106-0	105-9	103-5	43.67	46.81	42.95
Synthetic textiles and silk.....	43-5	44-9	42-2	119-7	118-4	116-7	52.07	53.16	49.25
Clothing (textile and fur).....	34-8	39-0	34-5	97-6	97-2	99-1	33.96	37.91	34.19
Men's clothing.....	34-6	37-8	33-8	95-9	96-4	98-7	33.18	36.44	33.36
Women's clothing.....	31-7	36-5	32-4	103-8	100-8	103-6	32.90	36.79	33.57
Knit goods.....	38-0	42-2	36-4	96-2	96-6	97-4	36.56	40.77	35.45
*Wood products.....	39-5	42-0	39-1	130-9	130-6	127-4	51.71	54.85	49.81
Saw and planing mills.....	38-5	40-5	38-0	140-9	139-6	137-2	54.13	56.54	52.14
Furniture.....	40-7	44-7	41-1	118-3	119-3	115-1	43.15	53.33	47.31
Other wood products.....	41-6	43-9	40-4	112-5	112-7	107-1	46.80	49.48	43.27
Paper products.....	41-4	42-9	41-1	170-9	170-5	162-9	70.75	73.14	66.95
Pulp and paper mills.....	42-2	42-9	41-6	183-2	183-4	173-8	77.31	78.68	72.30
Other paper products.....	39-2	42-8	39-4	132-4	132-6	128-1	51.90	56.75	50.47
Printing, publishing and allied industries.....	38-5	40-7	39-4	135-9	137-2	136-1	56.48	61.71	55.84
*Iron and steel products.....	40-0	42-2	39-4	166-5	167-1	158-0	66.60	70.52	62.25
Agricultural implements.....	39-7	39-5	38-7	170-9	170-3	164-9	67.85	67.27	63.82
Fabricated and structural steel.....	39-6	41-5	38-9	164-9	165-6	164-3	65.30	68.72	63.91
Hardware and tools.....	40-4	42-5	40-4	150-5	151-0	145-0	60.80	64.18	58.58
Heating and cooking appliances.....	40-2	43-2	37-6	140-0	142-3	140-0	56.28	61.47	52.64
Iron castings.....	40-5	43-8	40-1	162-7	164-9	153-4	65.89	72.23	61.51
Machinery manufacturing.....	40-9	43-1	40-1	158-3	159-6	152-7	64.74	68.79	61.23
Primary iron and steel.....	40-1	41-3	39-4	138-7	138-7	173-2	75.67	77.93	68.24
Sheet metal products.....	37-9	41-6	37-9	157-6	158-3	152-2	59.73	65.85	57.68
*Transportation equipment.....	37-1	40-6	39-7	165-9	166-3	163-7	61.55	67.52	64.99
Aircraft and parts.....	40-5	41-9	40-5	176-8	172-3	170-0	69.17	71.50	68.85
Motor vehicles.....	30-2	40-4	43-0	176-2	179-4	172-7	53.21	72.43	74.26
Motor vehicle parts and accessories.....	38-5	40-4	40-5	162-6	162-4	166-5	62.60	65.61	67.43
Railroad and rolling stock equipment.....	38-6	39-4	38-8	161-6	158-7	157-8	62.38	62.53	61.23
Shipbuilding and repairing.....	37-0	41-8	36-0	162-6	162-3	163-8	68.36	70.14	66.83
*Non-ferrous metal products.....	40-5	41-7	40-8	168-8	168-2	155-2	60.16	67.84	55.87
Aluminum products.....	40-4	42-1	40-1	146-1	145-2	147-4	59.02	61.13	59.11
Brass and copper products.....	40-7	43-3	41-1	153-2	156-0	150-5	62.35	67.81	61.86
Smelting and refining.....	40-8	41-1	41-2	184-7	183-4	177-5	75.36	75.38	73.13
*Electrical apparatus and supplies.....	38-9	41-7	38-9	149-8	150-4	147-9	58.27	62.72	57.53
Heavy electrical machinery and equipment.....	38-9	41-4	39-1	168-6	168-3	164-8	65.59	69.65	64.44
*Non-metallic mineral products.....	41-2	43-6	41-4	149-5	147-7	144-6	61.59	64.40	59.86
Clay products.....	42-7	44-2	42-6	139-5	138-0	136-0	59.57	61.00	57.94
Glass and glass products.....	40-7	42-8	41-2	147-6	147-5	144-3	60.07	63.13	59.45
Products of petroleum and coal.....	41-7	41-9	42-3	199-4	198-5	191-7	83.15	83.17	81.09
Chemical products.....	41-0	41-3	41-6	154-7	154-2	147-2	63.43	63.68	61.24
Medicinal and pharmaceutical preparations.....	41-1	41-6	40-8	125-7	125-8	121-5	51.66	52.33	49.57
Acids, alkalis and salts.....	42-4	42-2	44-2	178-0	177-0	169-4	75.47	74.95	74.87
Miscellaneous manufacturing industries.....	39-5	42-2	39-5	116-1	117-0	115-1	46.11	48.75	46.37
*Durable goods.....	39-1	41-7	39-9	157-3	157-1	153-3	61.50	65.04	60.59
Non-durable goods.....	39-0	41-4	39-0	136-7	134-2	132-3	53.31	55.56	51.60
Construction.....	35-6	40-1	35-1	156-1	154-7	149-1	55.57	62.03	52.33
Buildings and structures.....	34-1	40-1	34-3	169-3	167-2	162-0	57.73	67.05	55.57
Highways, bridges and streets.....	39-3	40-1	36-9	128-6	126-7	123-3	50.54	50.81	45.50
Electric and motor transportation.....	44-2	44-7	44-9	149-0	146-9	142-4	65.86	65.66	63.94
Service.....	39-9	40-8	39-9	87-9	87-3	85-0	35.07	35.62	33.92
Hotels and restaurants.....	40-3	41-1	40-8	88-2	87-6	85-0	35.54	36.00	34.68
Laundries and dry cleaning plants.....	39-6	40-9	38-8	82-6	82-3	80-2	32.71	33.66	31.12

*Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Week Preceding:						
December 1, 1954.....	41.2	141.2	58.17	139.5	116.6	119.6
January 1, 1955.....	41.1*	142.8	58.69*	140.7	116.4	120.9
February 1, 1955.....	41.0	142.7	58.51	140.3	116.3	120.6
March 1, 1955.....	41.2	143.5	59.12	141.7	116.0	122.2
April 1, 1955.....	41.1	144.3	59.31	142.2	116.1	122.5
May 1, 1955.....	41.2	145.4	59.90	143.6	116.4	123.4
June 1, 1955.....	41.0	145.5	59.66	143.0	115.9	123.4
July 1, 1955.....	40.9	145.0	59.31	142.2	116.0	122.6
August 1, 1955.....	40.8	145.1	59.20	141.9	116.4	121.9
September 1, 1955.....	41.2	143.8	59.25	142.1	116.8	121.7
October 1, 1955.....	41.5	144.8	60.09	144.1	116.9	123.3
November 1, 1955.....	41.7	145.4	60.63	145.4	116.9	124.4
December 1, 1955 (1).....	41.6	146.1	60.78	145.7	116.9	124.6

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average Weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1955 are 39.3 and \$56.12.

(1) Late figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Month		Unfilled Vacancies*			Live Applications for Employment		
		Male	Female	Total	Male	Female	Total
Date Nearest:							
March	1, 1950.....	9,614	11,429	21,043	300,352	75,646	375,998
March	1, 1951.....	24,550	13,118	37,668	232,385	64,312	296,697
March	1, 1952.....	15,129	10,209	25,338	285,454	85,487	370,941
March	1, 1953.....	13,604	13,799	27,403	331,618	72,065	403,683
March	1, 1954.....	9,014	10,176	19,190	457,029	105,622	562,651
March	1, 1955.....	9,154	9,509	18,663	510,551	118,035	628,586
April	1, 1955.....	10,611	11,506	22,117	505,472	114,572	620,044
May	1, 1955.....	15,508	14,655	30,163	394,621	98,601	493,222
June	1, 1955.....	21,675	18,451	40,126	205,630	76,273	281,903
July	1, 1955.....	18,741	17,392	36,133	152,711	77,865	230,576
August	1, 1955.....	18,363	16,665	35,028	132,710	72,674	205,384
September	1, 1955.....	26,320	19,536	45,856	121,945	63,738	185,683
October	1, 1955.....	28,794	18,225	47,019	117,723	63,545	181,268
November	1, 1955.....	24,268	14,665	38,933	136,620	69,715	206,335
December	1, 1955.....	26,895	14,969	41,864	194,478	73,852	268,330
January	1, 1956.....	17,986	12,111	30,097	312,066	84,815	396,881
February	1, 1956 (1).....	18,180	12,992	31,172	396,642	107,850	504,492
March	1, 1956 (1).....	20,559	14,299	34,858	418,909	107,927	526,836

* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
JANUARY 31, 1956 ⁽¹⁾**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				December 30, 1955	January 31, 1955
Agriculture, Fishing, Trapping.....	376	84	460	+	30
Forestry.....	5,597	11	5,518	-	516
Mining, Quarrying and Oil Wells.....	655	70	725	+	87
Metal Mining.....	388	13	401	+	147
Fuels.....	136	18	154	-	98
Non-Metal Mining.....	75	6	81	+	42
Quarrying, Clay and Sand Pits.....	3	.....	3	-	1
Prospecting.....	53	33	86	-	3
Manufacturing.....	3,952	2,736	6,688	+	523
Foods and Beverages.....	184	149	333	+	32
Tobacco and Tobacco Products.....	14	6	20	0	11
Rubber Products.....	42	34	76	+	12
Leather Products.....	105	210	315	+	71
Textile Products (except clothing).....	84	156	240	+	5
Clothing (textile and fur).....	134	1,300	1,434	+	240
Wood Products.....	349	72	421	+	125
Paper Products.....	119	60	179	+	4
Printing, Publishing and Allied Industries.....	170	117	287	+	36
Iron and Steel Products.....	815	165	980	+	168
Transportation Equipment.....	754	78	832	-	353
Non-Ferrous Metal Products.....	317	56	373	+	77
Electrical Apparatus and Supplies.....	469	133	602	+	10
Non-Metallic Mineral Products.....	58	20	78	-	40
Products of Petroleum and Coal.....	35	11	46	+	10
Chemical Products.....	221	73	294	+	93
Miscellaneous Manufacturing Industries.....	82	96	178	+	33
Construction.....	1,367	93	1,460	+	123
General Contractors.....	1,064	53	1,117	+	104
Special Trade Contractors.....	303	40	343	+	19
Transportation, Storage and Communication.....	710	308	1,018	+	21
Transportation.....	584	122	706	+	4
Storage.....	32	17	49	+	7
Communication.....	94	169	263	+	10
Public Utility Operation.....	91	79	170	+	5
Trade.....	1,980	1,891	3,871	+	244
Wholesale.....	754	562	1,316	+	216
Retail.....	1,226	1,329	2,555	+	28
Finance, Insurance and Real Estate.....	517	1,031	1,548	+	181
Service.....	4,627	6,791	11,418	+	2,177
Community or Public Service.....	193	959	1,152	+	40
Government Service.....	3,203	679	3,882	+	2,191
Recreation Service.....	69	86	155	+	35
Business Service.....	721	375	1,096	+	216
Personal Service.....	441	4,692	5,133	-	305
GRAND TOTAL.....	19,782	13,094	32,876	+	2,875
				+	16,053

⁽¹⁾ Preliminary—subject to revision.
Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,
BY OCCUPATION AND BY SEX AS AT FEBRUARY 2, 1956 ⁽¹⁾**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers....	3,730	544	4,274	5,051	1,399	6,450
Clerical workers.....	1,342	4,414	5,756	12,052	24,686	36,738
Sales workers.....	1,109	790	1,899	6,194	14,235	20,429
Personal and domestic service workers...	597	5,165	5,762	35,541	21,083	56,624
Seamen.....	9	.....	9	4,789	34	4,823
Agriculture and fishing.....	346	10	356	4,233	655	4,888
Skilled and semiskilled workers.....	9,095	1,647	10,742	182,457	21,527	203,984
Food and kindred products (inc. tobacco).....	30	15	45	2,250	726	2,976
Textiles, clothing, etc.....	97	1,267	1,364	3,615	13,044	16,659
Lumber and wood products.....	5,168	2	5,170	22,114	208	22,322
Pulp, paper (inc. printing).....	41	33	74	1,074	500	1,574
Leather and leather products.....	57	143	200	1,553	1,029	2,582
Stone, clay and glass products.....	10	1	11	714	62	776
Metalworking.....	840	16	856	12,733	1,265	13,998
Electrical.....	186	2	188	1,884	985	2,869
Transportation equipment.....	28	1	29	682	50	732
Mining.....	196	.....	196	1,472	.....	1,472
Construction.....	503	.....	503	65,080	13	65,093
Transportation (except seamen).....	566	12	578	31,630	110	31,740
Communications and public utility.....	70	.....	70	989	1	990
Trade and service.....	117	114	231	4,510	2,000	6,510
Other skilled and semiskilled.....	1,061	33	1,094	21,766	1,134	22,900
Foremen.....	40	6	46	4,589	381	4,970
Apprentices.....	85	2	87	5,802	19	5,821
Unskilled workers.....	1,952	422	2,374	146,325	24,231	170,556
Food and tobacco.....	74	35	109	6,885	7,473	14,358
Lumber and lumber products.....	401	10	411	17,076	393	17,469
Metalworking.....	135	10	145	5,284	639	5,923
Construction.....	675	.....	675	80,368	3	80,371
Other unskilled workers.....	667	367	1,034	36,712	15,723	52,435
GRAND TOTAL.....	18,180	12,992	31,172	396,642	107,850	504,492

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT
FEBRUARY 2, 1956**

(Source: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Live Applications		
	(1) Feb. 2, 1956	Previous Month Dec. 29, 1955	Previous Year Feb. 3, 1955	(1) Feb. 2, 1956	Previous Month Dec. 29, 1955	Previous Year Feb. 3, 1955
Newfoundland	330	493	230	18,987	11,352	17,827
Corner Brook.....	21	3	12	3,838	2,622	3,092
Grand Falls.....				1,488	1,013	1,377
St. John's.....	309	490	218	13,661	7,717	13,358
Prince Edward Island	69	117	138	4,164	2,829	3,939
Charlottetown.....	46	102	128	2,612	1,778	2,459
Summerside.....	23	15	10	1,552	1,051	1,480
Nova Scotia	887	847	893	24,009	17,168	27,610
Amherst.....	36	33	11	986	892	1,035
Bridgewater.....	28	9	17	1,672	1,237	1,365
Halifax.....	596	592	731	4,402	3,370	5,183
Inverness.....				979	537	978
Kentville.....	35	44	40	2,766	1,576	2,824
Liverpool.....	9	49	21	497	333	447
New Glasgow.....	25	41	18	3,280	2,449	4,406
Springhill.....	1	3	1	679	475	562
Sydney.....	93	25	27	4,777	3,623	7,119
Truro.....	51	42	19	1,569	1,154	1,164
Yarmouth.....	13	9	8	2,402	1,522	2,527
New Brunswick	896	746	532	27,135	18,091	27,950
Bathurst.....	8	19	117	4,895	2,418	4,072
Campbellton.....	24	30	27	1,910	963	2,225
Edmundston.....	14	16	11	1,948	1,316	2,146
Fredericton.....	82	155	67	1,615	1,154	1,817
Minto.....	23	36	4	594	427	673
Moncton.....	481	305	138	7,687	4,972	7,919
Newcastle.....	17	1	11	2,682	1,632	2,658
Saint John.....	195	127	125	2,538	2,617	3,054
St. Stephen.....	16	25	22	1,374	1,246	1,662
Sussex.....	13	25	9	626	521	513
Woodstock.....	23	7	1	1,266	825	1,241
Quebec	10,009	10,840	4,316	160,411	122,531	188,575
Asbestos.....	50	37	2	574	524	782
Beauharnois.....	21	34	24	938	985	1,182
Buckingham.....	7	10	2	923	677	1,047
Causapscal.....	153	262	40	1,621	879	2,275
Chandler.....	8	4	5	1,950	867	2,231
Chicoutimi.....	103	122	66	1,958	1,208	2,018
Dolbeau.....	107	31	20	961	445	1,027
Drummondville.....	65	67	25	2,334	2,047	2,746
Farnham.....	27	62	50	1,152	926	1,214
Forestville.....	612	650	28	929	427	1,381
Gaspé.....	33	19	5	1,629	838	1,579
Granby.....	17	11	29	2,343	2,594	2,395
Hull.....	42	61	22	3,559	2,547	3,876
Joliette.....	92	272	93	3,296	2,353	3,260
Jonquière.....	38	41	76	2,696	1,627	2,219
Lachute.....	18	22	3	729	612	832
La Malbaie.....	110	1		2,167	1,124	2,114
La Tuque.....	1,185	1,538	31	433	336	1,039
Lévis.....	67	52	42	4,032	3,341	5,414
Louisville.....	45	29	22	865	722	1,100
Magog.....		6		686	513	
Maniwaki.....	109	112	4	497	346	832
Matane.....	100	3	2	2,694	1,248	2,624
Mégantic.....	5	11	89	942	768	1,088
Mont-Laurier.....	9	4	3	667	477	979
Montmagny.....	41	19	11	1,515	1,234	1,808
Montréal.....	3,518	3,635	2,096	52,199	43,087	67,363
New Richmond.....	11	18	3	1,936	1,148	1,936
Port Alfred.....	23	182	51	1,010	789	1,003
Québec.....	432	477	336	15,319	12,026	16,214
Rimouski.....	114	217	16	3,316	2,094	3,662
Rivière du Loup.....	18	21	154	4,153	2,528	48,81
Roberval.....	476	102	60	676	463	873
Rouyn.....	291	413	88	1,560	1,301	1,744
Ste-Agathe.....	106	25	4	971	648	1,189
Ste-Anne de Bellevue.....	81	83	10	1,486	1,028	1,588
Ste-Thérèse.....	36	50	13	1,862	1,614	1,957
St-Georges Est.....	180	200	119	2,088	1,407	2,367
St-Hyacinthe.....	89	63	36	2,430	2,370	2,497
St-Jean.....	78	87	33	1,914	1,551	2,082
St-Jérôme.....	22	24	18	1,759	1,417	1,922
St-Joseph d'Alma.....	21	32	11	1,968	1,193	2,034
Sept Îles.....	131	234	20	1,333	951	1,209
Shawinigan Falls.....	30	54	36	3,911	2,744	4,253
Sherbrooke.....	162	182	143	3,976	3,020	5,149
Sorel.....	38	24	29	2,271	1,924	3,648
Thetford Mines.....	51	55	31	1,780	1,353	1,671
Trois-Rivières.....	757	712	108	5,156	3,987	6,580

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT
FEBRUARY 2, 1956**

(Source: U.I.C. 757)

Office	Unfilled Vacancies(*)			Live Applications		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	Feb. 2, 1956	Dec. 29, 1955	Feb. 3, 1955	Feb. 2, 1956	Dec. 29, 1955	Feb. 3, 1955
Quebec—Con.						
Val d'Or.....	178	333	124	1,127	1,023	1,502
Valleyfield.....	46	54	29	2,023	1,580	2,146
Victoriaville.....	53	50	48	2,117	1,620	2,106
Ontario	11,757	10,312	6,142	144,968	12,1193	191,002
Amprior.....	62	28	15	436	334	530
Barrie.....	111	39	42	1,669	1,132	1,764
Belleville.....	14	9	23	1,788	1,365	1,813
Bracebridge.....	19	64	10	1,157	952	1,296
Brampton.....	43	28	14	684	557	792
Brantford.....	69	68	47	1,949	2,042	2,779
Brockville.....	29	23	7	524	407	398
Carleton Place.....				501	403	2,879
Chatham.....	151	45	16	2,088	1,688	852
Cobourg.....	8	6	5	759	621	1,119
Collingwood.....	14	36	17	926	847	3,069
Cornwall.....	95	115	42	2,725	1,975	778
Fort Erie.....	27	85	5	632	610	636
Fort Frances.....	8	8	4	470	419	2,795
Fort William.....	238	288	84	2,016	1,693	1,564
Galt.....	90	81	41	714	992	402
Gananoque.....	7	5	25	352	282	683
Goderich.....	16	25	16	685	603	2,220
Guelph.....	125	102	50	1,313	1,067	15,724
Hamilton.....	699	605	428	9,761	8,160	1,107
Hawkesbury.....	29	15	7	1,127	850	661
Ingersoll.....	31	17	11	484	405	831
Kapuskasing.....	167	108	16	482	456	684
Kenora.....	29	23	12	568	528	1,586
Kingston.....	120	71	112	1,575	1,132	1,302
Kirkland Lake.....	97	119	18	906	741	3,237
Kitchener.....	85	70	44	2,929	3,081	1,267
Leamington.....	28	16	6	835	1,353	1,078
Lindsay.....	61	43	39	895	714	507
Listowel.....	23	19	5	468	341	5,666
London.....	461	424	275	4,238	3,920	1,746
Midland.....	14	5	9	1,432	1,085	819
Napanee.....	6	3	7	747	565	3,433
New Toronto.....	138	95	55	2,575	2,424	2,958
Niagara Falls.....	69	45	38	2,121	1,680	1,898
North Bay.....	49	44	28	1,360	1,107	794
Oakville.....	95	143	591	411	461	1,206
Orillia.....	48	39	13	911	789	3,675
Oshawa.....	78	65	54	3,898	3,772	5,628
Ottawa.....	1,747	1,676	899	5,304	3,727	2,481
Owen Sound.....	42	31	33	2,320	1,849	650
Parry Sound.....	6	5	3	492	327	1,694
Pembroke.....	177	121	68	1,545	1,207	689
Perth.....	10	8	26	624	485	3,499
Peterborough.....	39	81	28	2,854	2,087	704
Pictou.....	2	2	3	662	531	4,070
Port Arthur.....	250	182	106	2,778	2,303	1,009
Port Colborne.....	9	6	1	712	640	931
Prescott.....	10	15	11	965	595	823
Renfrew.....	17	9	8	608	498	3,863
St. Catharines.....	109	85	106	3,819	3,213	1,050
St. Thomas.....	48	45	43	956	732	2,992
Sarnia.....	44	39	59	2,092	1,717	3,625
Sault Ste. Marie.....	146	137	71	1,478	1,016	1,183
Simcoe.....	23	11	16	1,213	832	256
Sioux Lookout.....	17	45	15	168	147	528
Smiths Falls.....	13	6	7	653	459	1,253
Stratford.....	24	11	31	845	661	1,166
Sturgeon Falls.....	4			842	806	4,476
Sudbury.....	319	191	87	3,094	2,115	1,901
Timmins.....	303	168	42	1,576	1,189	48,230
Toronto.....	4,208	3,591	1,856	36,962	27,263	1,120
Trenton.....	29	33	29	1,024	906	934
Walkerton.....	25	24	6	714	615	838
Wallaceburg.....	3	5	3	705	383	2,719
Welland.....	50	54	6	1,661	1,410	1,842
Weston.....	354	380	172	1,806	1,209	12,574
Windsor.....	205	302	160	6,850	10,422	804
Woodstock.....	31	24	11	535	296	
Manitoba	1,627	1,558	1,177	25,059	20,335	28,843
Brandon.....	124	121	121	2,076	1,776	2,392
Dauphin.....	14	9	13	1,429	1,130	1,454
Flin Flon.....	46	47	21	217	182	262
Portage la Prairie.....	24	21	19	1,194	927	1,230
The Pas.....	32	22	5	180	148	183
Winnipeg.....	1,387	1,338	998	19,963	16,172	23,322

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT
FEBRUARY 2, 1956**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Live Applications		
	(1) Feb. 2, 1956	Previous Month Dec. 29, 1955	Previous Year Feb. 3, 1955	(1) Feb. 2, 1956	Previous Month Dec. 29, 1955	Previous Year Feb. 3, 1955
Saskatchewan	724	703	512	19,773	15,709	20,989
Estevan.....	30	35	14	275	258	434
Moose Jaw.....	146	135	63	1,696	1,333	1,903
North Battleford.....	51	58	28	1,438	1,155	1,745
Prince Albert.....	38	40	14	2,247	1,625	2,539
Regina.....	188	200	180	5,411	4,581	5,176
Saskatoon.....	149	125	112	4,426	3,456	4,647
Swift Current.....	44	35	28	1,085	836	1,191
Weyburn.....	29	17	41	529	380	521
Yorkton.....	49	58	32	2,666	2,085	2,833
Alberta	2,462	2,219	1,613	25,859	20,576	30,026
Blairmore.....	40	46	9	445	367	512
Calgary.....	825	801	724	7,497	5,871	8,395
Drumheller.....	10	19	8	378	288	454
Edmonton.....	1,217	1,053	668	11,601	9,246	14,064
Edson.....	78	80	40	270	208	382
Lethbridge.....	132	160	75	3,122	2,669	3,243
Medicine Hat.....	102	36	41	1,336	1,152	1,700
Red Deer.....	58	34	48	1,210	775	1,276
British Columbia	2,411	2,262	1,318	54,127	47,097	64,161
Chilliwack.....	46	16	20	2,157	1,852	2,179
Courtenay.....	25	110	9	1,461	1,701	1,723
Cranbrook.....	7	6	23	798	613	1,086
Dawson Creek.....	30	24	12	540	418	464
Duncan.....	33	16	25	1,389	1,592	923
Kamloops.....	86	50	50	1,125	919	1,138
Kelowna.....	7	10	9	1,437	1,265	1,128
Kitimat.....	271	345	.....	150	78	.....
Mission City.....	21	11	13	1,525	1,493	1,595
Nanaimo.....	61	16	17	1,906	2,112	1,647
Nelson.....	28	4	18	1,129	856	1,500
New Westminster.....	142	82	126	6,322	5,506	7,100
Penticton.....	5	3	6	1,788	1,446	1,539
Port Alberni.....	18	39	9	852	802	490
Prince George.....	113	46	98	1,336	1,443	1,437
Prince Rupert.....	40	46	28	1,171	1,074	1,576
Princeton.....	.....	3	2	432	334	376
Trail.....	22	37	9	642	717	1,124
Vancouver.....	1,150	1,097	677	21,871	18,110	30,850
Vernon.....	29	16	5	1,957	1,458	1,854
Victoria.....	249	222	142	3,326	2,862	3,895
Whitehorse.....	28	27	20	513	446	537
Canada	31,172	30,097	16,880	504,492	396,881	601,031
Males.....	18,180	17,986	8,276	396,642	312,066	483,350
Females.....	12,992	12,111	8,604	107,850	84,815	117,681

¹ Preliminary subject to revision.

² Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1951—1956

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1951.....	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952.....	908,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1955 (1 month).....	43,149	25,607	17,542	4,131	11,200	14,745	8,090	4,983
1956 (1 month).....	57,909	38,520	19,389	5,104	14,375	20,201	11,400	6,829

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING REGULAR AND SEASONAL BENEFIT, NUMBER OF DAYS AND WEEKS BENEFIT PAID AND AMOUNT PAID ON INITIAL AND RENEWAL CLAIMS, BY PROVINCE, JANUARY, 1956

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid† (Disability days in Brackets)	Amount of Benefit Paid
				\$
Newfoundland.....	7.1	5,899	32,651 (356)	635,504
Prince Edward Island.....	1.9	1,808	9,133 (209)	148,078
Nova Scotia.....	12.4	10,791	56,016 (3,047)	994,490
New Brunswick.....	12.8	11,184	55,019 (2,066)	964,352
Quebec.....	106.4	88,225	444,567 (30,221)	8,024,454
Ontario.....	93.8	81,391	403,602 (25,786)	7,204,630
Manitoba.....	16.6	14,197	76,145 (4,093)	1,370,941
Saskatchewan.....	12.3	10,576	58,567 (2,598)	1,073,883
Alberta.....	15.7	12,828	70,610 (3,101)	1,312,813
British Columbia.....	34.3	29,923	157,787 (8,318)	2,903,058
Total, Canada, January, 1956.....	313.3	266,822	1,364,097 (79,795)	24,632,203
Total, Canada, December, 1955.....	162.6	107,597	702,642 (63,046) and 4,532 days‡	11,942,873
Total, Canada, January, 1955.....	450.3†	268,914	9,046,721 (82,912)§	28,372,412

* Based on the number of payment documents for the month.

† Week containing last day of the month.

‡ Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

§ Days.

**TABLE E-2.—REGULAR AND SEASONAL BENEFIT CLAIMANTS (*) HAVING AN
UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING
DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, JANUARY
31, 1956**

Province and Sex	Duration on the Register (weeks)									January 31, 1955 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	over 20	
CANADA.....	476,946†	99,565	53,784	83,557	133,650	47,813	20,004	11,804	26,769	586,768
Male.....	382,287	81,469	44,008	68,355	112,599	38,311	13,289	7,526	16,730	476,464
Female.....	94,659	18,096	9,776	15,202	21,051	9,502	6,715	4,278	10,039	110,304
Newfoundland.....	18,762	6,488	2,088	2,755	4,691	1,515	578	214	433	16,118
Male.....	18,080	6,289	2,023	2,678	4,560	1,456	525	188	361	15,642
Female.....	682	199	65	77	131	59	53	26	72	476
Prince Edward										
Island.....	3,989	798	508	886	1,203	307	98	65	124	3,630
Male.....	3,344	664	441	736	1,055	247	77	40	84	3,103
Female.....	645	134	67	150	148	60	21	25	40	527
Nova Scotia.....	25,281	6,388	3,286	4,544	6,070	2,100	1,129	565	1,199	29,272
Male.....	22,253	5,748	2,971	3,994	5,536	1,802	869	418	915	26,207
Female.....	3,028	640	315	550	534	298	260	147	284	3,065
New Brunswick.....	26,352	5,453	3,980	5,466	7,267	1,990	952	454	790	26,976
Male.....	22,476	4,729	3,563	4,717	6,271	1,671	677	319	529	23,018
Female.....	3,876	724	417	749	996	319	275	135	261	3,958
Quebec.....	153,519	32,635	17,541	26,328	44,121	13,894	6,447	3,791	8,762	185,613
Male.....	124,329	27,140	14,688	22,064	37,580	10,970	4,373	2,363	5,151	150,203
Female.....	29,190	5,495	2,853	4,264	6,541	2,924	2,074	1,428	3,611	35,410
Ontario.....	133,991	28,862	14,061	24,319	35,887	11,755	5,696	3,692	9,419	187,184
Male.....	100,745	22,129	10,662	18,950	28,642	8,587	3,505	2,477	5,793	146,736
Female.....	33,246	6,733	3,399	5,369	7,245	3,168	2,191	1,515	3,626	40,448
Manitoba.....	24,353	3,879	2,188	4,233	7,268	3,253	1,204	702	1,626	28,602
Male.....	18,254	2,720	1,627	3,131	5,900	2,616	786	437	1,037	21,888
Female.....	6,099	1,159	561	1,102	1,368	637	418	265	589	6,714
Saskatchewan.....	17,398	2,183	2,318	3,090	5,647	2,469	675	296	720	19,351
Male.....	14,563	1,750	1,859	2,635	5,075	2,131	464	179	470	16,483
Female.....	2,835	433	459	455	572	338	211	117	250	2,868
Alberta.....	24,828	4,662	2,822	3,760	7,427	3,736	950	481	990	29,945
Male.....	20,593	3,793	2,315	3,095	6,568	3,242	628	303	649	25,475
Female.....	4,235	869	507	665	859	494	322	178	341	4,470
British Columbia.....	48,473	8,217	4,992	8,176	14,069	6,794	2,275	1,244	2,706	60,077
Male.....	37,650	6,507	3,859	6,355	11,412	5,589	1,385	802	1,741	47,709
Female.....	10,823	1,710	1,133	1,821	2,657	1,205	890	442	965	12,368

* Disability cases included in totals: January 31, 1956: 3,622 (2,512 males and 1,110 females); January 31, 1955: 3,701 (2,741 males and 960 females).

† This total is comparable to former totals of ordinary, short-time, temporary lay-off and supplementary benefit claimants.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, JANUARY 1956

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending at end of month)			
	Total*	Initial†	Renewal	Total Disposed off‡	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	9,576	7,892	1,684	8,359	4,079	4,280	5,919
Prince Edward Island.....	1,998	1,717	281	2,208	1,089	1,119	903
Nova Scotia.....	14,994	11,036	3,958	14,363	8,764	5,599	6,950
New Brunswick.....	14,106	11,446	2,660	14,676	7,184	7,492	6,526
Quebec.....	82,566	63,089	19,477	94,860	59,425	35,435	26,297
Ontario.....	78,559	58,425	20,134	91,543	58,766	32,777	18,429
Manitoba.....	12,193	9,671	2,522	14,169	7,957	6,212	1,979
Saskatchewan.....	8,674	7,122	1,552	9,822	5,537	4,285	1,961
Alberta.....	12,696	9,633	3,063	14,358	8,502	5,856	3,320
British Columbia.....	26,299	19,674	6,625	30,357	18,476	11,881	5,203
Total, Canada, January, 1956.....	261,661	199,705	61,956	294,715	179,779	114,936	77,487
Total, Canada, December, 1955..	276,454	191,009	85,445	216,050	139,672	76,378	110,541
Total, Canada, January, 1955.....	309,999	235,967	74,032	324,973	223,969	101,004	84,093

* In addition, revised claims received numbered 28,967.

† Includes initial claims considered for seasonal benefit.

‡ In addition, 26,389 revised claims were disposed of. Of these, 2,661 were special requests not granted and 919 were appeals by claimants. There were 5,604 revised claims pending at the end of the month.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1954—December.....	3,310,000	3,035,500	274,500
1955—January.....	3,393,000	2,961,200	431,800†
February.....	3,409,000	2,865,600	543,400†
March.....	3,435,000	2,856,400	578,600†
April.....	3,427,000	2,863,700	563,300†
May.....	3,224,000	2,905,500	318,500
June.....	3,222,000	3,012,300	209,700
July.....	3,268,000	3,110,900	157,100
August.....	3,281,000	3,141,000	140,000
September.....	3,322,000	3,192,200	129,800
October.....	3,328,000	3,197,700	130,300
November.....	3,359,000	3,195,900	163,100
December.....	not available		

* Claimants having an unemployment register in the live file on last working day of preceding month. This series has been revised to include all claimants (ordinary, short-time and temporary lay-off).

† Includes supplementary benefit claimants.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1955—January.....	116.4	112.1	128.4	108.1	117.1	118.2
February.....	116.3	111.5	128.5	108.1	117.1	118.3
March.....	116.0	110.7	128.6	108.0	117.0	118.3
April.....	116.1	111.0	128.7	107.9	116.9	118.2
May.....	116.4	112.3	128.8	107.9	116.4	118.3
June.....	115.9	111.0	129.2	107.8	116.1	117.8
July.....	116.0	111.5	129.6	107.8	115.8	117.7
August.....	116.4	112.4	129.8	108.8	115.8	118.0
September.....	116.8	113.7	130.0	107.8	115.9	117.9
October.....	116.9	113.5	130.2	107.8	116.1	118.1
November.....	116.9	113.0	130.6	107.9	116.5	118.3
December.....	116.9	112.4	131.0	108.5	116.6	118.3
1956—January.....	116.8	111.5	131.3	108.6	116.5	119.0
February.....	116.4	109.9	131.5	108.6	116.7	119.3
March.....	116.4	109.1	131.6	108.7	116.8	119.9

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA,
AT THE BEGINNING OF FEBRUARY, 1956**

(1949=100)

Source: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	House- hold Operation	Other Com- modities and Services
	Feb. 1st, 1955	Jan. 2nd, 1956	Feb. 1st, 1956					
(1) St. John's, Nfld.....	102.7	104.7	104.9	101.0	109.7	100.5	103.2	111.7
Halifax.....	114.6	114.5	114.1	103.6	125.1	114.8	119.7	119.2
Saint John.....	117.6	117.4	117.1	108.8	127.5	116.2	117.2	124.1
Montreal.....	117.1	117.4	117.0	111.9	136.2	108.2	115.3	119.8
Ottawa.....	117.0	117.5	117.3	107.6	135.9	111.6	116.8	122.6
Toronto.....	118.7	118.8	118.3	107.7	148.1	110.8	115.5	118.9
Winnipeg.....	115.4	116.8	116.5	111.5	127.1	113.2	114.1	120.2
Saskatoon—Regina.....	113.8	115.2	114.7	110.2	118.1	114.7	116.6	115.9
Edmonton—Calgary.....	114.5	114.8	114.1	107.7	121.1	113.1	115.9	117.8
Vancouver.....	118.3	120.0	118.5	111.4	128.0	112.8	128.6	119.7

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-FEBRUARY 1955,
1956†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1956*						
January.....	13‡	13	17,335‡	17,335	338,340	0.38
February.....	12	22	3,884	20,144	234,795	0.27
Cumulative.....	25		21,219		573,135	0.33
1955						
January.....	18‡	18	12,179‡	12,179	218,985	0.25
February.....	5	12	346	2,843	20,669	0.02
Cumulative.....	23		12,525		239,654	0.14

* Preliminary figures.

‡ Strikes unconcluded at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, FEBRUARY 1956 ⁽¹⁾

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (2)
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to February 1956					
LOGGING—					
Bush workers, Mattice, Ont.	1	71	1,775	Jan. 3	For a union agreement providing for increased wages and reduced hours; unconcluded.
Bush workers, Cochrane, Ont.	1	100	900	Jan. 30	For a union agreement providing for increased wages and check-off; concluded February 10; return of workers pending further negotiations; indefinite.
MANUFACTURING—					
Textiles, Clothing, etc.—					
Cotton factory workers, Sherbrooke, Que.	1	888	2,600	Jan. 20	Refusal to accept change in style of weaving until new agreement signed; concluded February 3; negotiations; in favour of employer.
Cotton factory workers, Magog, Que.	1	716	2,140	Jan. 21	Protesting dismissal of six workers for failure to maintain production; concluded February; 3 conciliation and return of workers pending reference to grievance procedure; indefinite.
Metal Products—		(3)			
Structural steel fabricators, Sault Ste. Marie, Ont.	1	130	2,700	Aug. 19 1955	For a new agreement providing for increased wages and job evaluation plan, following reference to conciliation board; unconcluded.
Motor vehicle and parts, diesel locomotive, stove, refrigerator and air conditioning factory workers, London, Oshawa, St. Catharines, Toronto and Windsor, Ont.	5	(4) 13,800	200,000	Sep. 11 1955	For a new agreement providing for increased wages, term of agreement, revision in seniority clauses, form of guaranteed annual wage and fringe benefits, including extension of insurance and pension plans, following reference to conciliation board; concluded by February 20; negotiations; compromise.
Steel fabricators and erectors and mining machinery factory workers, London, Port Robinson and Welland, Ont.	3	442	4,800	Oct. 26 1955	For a new agreement providing for increased wages, reduced hours from 42½ to 40 per week with same take-home pay, pension and welfare plans, Rand formula for union dues, and fringe benefits, pending reports of conciliation boards; concluded by February 20; negotiations; compromise.
Non-Metallic Minerals, Chemicals, etc.—					
Chemical factory workers, Palo, Sask.	1	27	620	Oct. 22 1955	For a new agreement providing for increased wages, shift differential and reduced hours from 44 to 40 per week with same take-home pay; unconcluded.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, FEBRUARY 1956 ⁽¹⁾

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars ⁽²⁾
	Estab- lish- ments	Workers			
<i>Miscellaneous Products— Chrome furniture factory workers, Toronto, Ont.</i>	1	70	1,190	Nov. 10 1955	For a union agreement providing for increased wages, following reference to conciliation board; concluded February 23; replacement; in favour of employer.
<i>CONSTRUCTION— Buildings and Structures— Building trades workers, Windsor, Ont.</i>	1	.....	.....	Jan. 10	For payment of Windsor rate instead of Chatham rate for carpenters; later information indicates concluded January 22; negotiations; in favour of workers.
<i>TRADE— Pipe fitting and sprinkler equipment jobbers, Vancouver, B.C.</i>	1	16	330	Dec. 7 1955	For a union agreement providing for increased wages, welfare plan and extension of vacation plan, following reference to conciliation board; unconcluded.

Strikes and Lockouts Commencing During February 1956

<i>LOGGING— Loggers, Timmins, Ont.</i>	1	75	450	Feb. 23	For a union agreement providing for increased wages and improved working conditions; unconcluded.
<i>MINING— Coal miners, Springhill, N.S.</i>	2	500	800	Feb. 13	Refusal to take coal off by hand pick when machine broke down; concluded February 14; return of workers pending settlement; indefinite.
<i>Fluorspar miners, St. Lawrence, Nfld.</i>	1	198	350	Feb. 24	Protesting suspension of 20 night shift workers for refusal to have compulsory medical check-up at 10 a.m. on their own time; unconcluded.
<i>MANUFACTURING— Boots and Shoes (Leather)— Shoe factory workers, workers, Montreal, Que.</i>	1	58	950	Feb. 7	Alleged delay in negotiations for a new agreement providing for increased wages and reduced hours; unconcluded.
<i>Textiles, Clothing, etc.— Cotton and woolen yarn factory workers, Hamilton, Ont.</i>	1	^(b) 56	50	Feb. 3	Refusal by one operator to weigh cotton waste because it was not her job; concluded February 3; return of workers pending settlement; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, FEBRUARY 1956 ⁽¹⁾

Industry, Occupation Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars ⁽²⁾
	Estab- lish- ments	Workers			
Mens' clothing factory workers, Montreal, Que.	18	2,313	8,670	Feb. 21	For a greater increase in wages than recommended by arbitration board and pay for two additional statutory holidays in new agreement under negotiations; concluded February 24; negotiations; compromise.
Miscellaneous Wood Products— Sawmill workers, Wasa, B.C.	1	12	75	Feb. 8	Alleged unsafe working conditions and protesting dismissal of two workers; concluded February 15; reference to Workmen's Compensation Board; in favour of workers.
Metal Products— Machinery factory workers, Lachine, Que.	1	327	5,700	Feb. 6	For a greater increase in wages than recommended by arbitration board in new agreement under negotiations; unconcluded.
CONSTRUCTION— Buildings and Structures— Building trades workers, Burlington, Ont.	1	105	25	Feb. 16	Protesting delivery of ready-mix concrete by non-union drivers; concluded February 16; negotiations; in favour of workers.
TRANSPORTATION AND PUBLIC UTILITIES— Electric Railways and Local Bus Lines— Bus drivers, Trail, B.C.	1	10	170	Feb. 10	For a new agreement providing for increased wages and reduced hours from 48 to 44 per week with same take-home pay; unconcluded.
Miscellaneous— Radio station, employees, Peterborough, Ont.	1	10	100	Feb. 18	For a new agreement providing for increased wages, Rand formula for union dues, etc., following reference to conciliation board; unconcluded.
TRADE— Route salesmen and dairy workers, Windsor, Ont.	1	220	400	Feb. 13	Protesting method of reprimanding a worker; concluded February 15; negotiations; in favour of employer.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

(3) 45 indirectly affected; (4) 3,200 indirectly affected; (5) 178 indirectly affected.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FOURTH QUARTER OF 1955 BY GROUPS OF INDUSTRIES AND CAUSES

Note: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada".

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
Striking Against or Stepping on Objects.....					1	1							2
Struck by.....	3	31		17	10	13	2	9			1		86
(a) Tools, machinery, cranes, etc.....				1	2	4	1						8
(b) Moving vehicles.....		1		4	1	5	1	6			1		19
(c) Other objects.....	3	30		12	7	4		3					59
Caught In, On or Between Machinery, Vehicles, etc.....	1	1		3	6	2	1	2	1				18
Collisions, Derailments, Wrecks, etc.....	10	7	6	7	6	16		32	3			4	91
Falls and Slips.....	2	4		12	5	24	1	10	3		3		64
(a) Falls on same level.....						2						1	3
(b) Falls to different levels.....	2	4		12	5	22	1	10	3		2		61
Conflagrations, Temperature Extremes and Explosions.....		1		3	1	2		1	1		6		15
Inhalation, Absorptions, Asphyxiation, etc.....				6	5			1	1		1		14
Electric Current.....					3	2	7						12
Over-exertion and Industrial Diseases.....	4		1	1	4	4		6	2		3		25
Miscellaneous Accidents.....				1					1		3		5
Total, Fourth Quarter—1955.....	20	44	7	50	41	64	11	62	12		21		*332
Total, Fourth Quarter—1954.....	30	50	13	59	55	68	6	52	16		26		375

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FOURTH QUARTER OF 1955

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....			1		1	10	4	3		1		20
Logging.....					9	7	1	1	2	24		44
Fishing and Trapping.....			2			1				4		7
Mining and Quarrying.....	1		6		10	15	1		7	10		50
Manufacturing.....			1	1	12	16			4	7		41
Construction.....	6		1	1	21	20	1	2	6	6		64
Electricity, Gas, Water Production and Supply.....			1		1	7		2				11
Transportation, Storage and Communications.....	8		5		13	16	3	3	5	9		62
Trade.....				1	1	4		4	1	1		12
Finance.....												
Service.....				1	4	8	2	3	1	2		21
Unclassified.....												
Total.....	15		17	4	72	104	12	18	26	64		*332

* Of this total, 261 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 71 were obtained from other non-official sources.

PUBLICATIONS OF THE DEPARTMENT OF LABOUR

Obtainable from The Queen's Printer, Superintendent of Government Publications

The Labour Gazette (monthly)

The Official Journal of the Department of Labour of Canada. Contains items of current interest, statistics and articles on a wide variety of subjects in the labour field, including industrial relations, conciliation and disputes, prices and the cost of living, employment, wages and hours of work, activities of labour organizations, labour legislation, legal decisions affecting labour, activities of the National Employment Service and the Unemployment Insurance Commission, labour demand and supply, immigration, social, industrial and economic conditions in other countries, activities of the International Labour Organization.

Subscription Rates: \$2.00 per annum in Canada; \$4.00 per annum, other countries. Groups of 5 or more, \$1.00 per annum. Single copies, 25 cents (English or French).

Reprints from the Labour Gazette

Industrial Pension Plans in Canada. (Four articles) (English or French). 25 cents a copy.

The Canadian Worker in a Changing Economy, September 1950.

Canada and the World Movement towards Social Justice, September 1950.

Security Provisions in Collective Agreements, Manufacturing Industry, October 1951.

Numbers of Workers Affected by Collective Agreements in Canada, 1953.

Cost of Living Escalator Clauses in Collective Agreements, December 1951.

Wages, Hours and Working Conditions in the Primary Textile Industry, May 1952.

The Normal Work Week in the Canadian Manufacturing Industries at October 1951, June 1952.

Working Conditions of Plant and Office Employees, 1949-53 (October and November 1953).

10 cents a copy; orders of 20 or more, 5 cents; 100 or more, 4 cents (English or French).

Annual Report of The Department of Labour

(Covers fiscal year ending March 31)

25 cents a copy (English or French).

Annual Report on Labour Organization in Canada (covers calendar year).

Deals with growth of labour organization in Canada, distribution of local unions and union membership, structure and membership of labour organization, the labour press and international unions, and contains a directory of trade union officials.

25 cents a copy (English or French).

Labour Legislation in Canada (Consolidated volume, published at intervals of from 5 to 10 years since 1915, and annual supplements)

Provides in convenient form the text of labour law in Canada. Text or a summary of all federal and provincial labour laws and statutory orders made under them. Latest consolidation includes all labour laws on statute books at December 31, 1948. \$2.

Strikes and Lockouts in Canada

Furnishes a complete record of all strikes and lockouts occurring in Canada during current year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc.

15 cents a copy (English or French).

Annual Report on Wage Rates and Hours of Labour in Canada

Consolidates the results of the Annual Survey of Wage Rates and Hours of Labour in Canada. Tables giving index numbers of wage rates for certain industries, and for mining and logging. Tables setting out wage rates and hours of labour in manufacturing industries, including primary textiles, clothing, rubber, pulp, lumber, foods and beverages, fur, leather, etc. Wage rates in construction, transportation, trade and service industries are also included.

50 cents a copy. (Bilingual).

Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation (annual).

Provides a ready comparison of the legislative standard in effect in all provinces concerning the subjects listed in the title.

10 cents a copy. (English or French).

Workmen's Compensation in Canada—A Comparison of Provincial Laws (annual).

Sets out similarities and differences in provincial Workmen's Compensation Acts and contains tables showing the benefits payable under each Act and the industrial diseases compensated.

10 cents a copy. (English or French).

Apprenticeship in Canada

This bulletin outlines the provincial apprenticeship plans and gives details of their method of operation.

15 cents a copy. (English or French).

Working and Living Conditions in Canada

(issued periodically)

A series of publications prepared in consultation with the Department of Citizenship and Immigration primarily for the use of Canadian immigration officials abroad in explaining different aspects of labour to prospective immigrants. Fifth edition (August 1, 1955) contains information on general economic conditions, employment, fair employment practices legislation, education, apprenticeship and vocational training, professional personnel, labour unions and collective bargaining, wage rates, hours of work and working conditions, prices, and social security measures.

10 cents a copy. (English only)

Vocational Education in Canada

This publication explains the development of technical and vocational education by provinces and covers the provincial technical and vocational schools and programs.

15 cents a copy. (English).



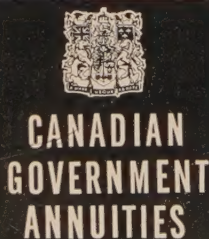
Who's arranging *YOUR* Retirement Income?

It's really up to *you* what happens when your earning days are over. You can provide your own pension, free from dependence upon others, through a **CANADIAN GOVERNMENT ANNUITY**.

Don't delay. Investigate **NOW** how a Government Annuity can ease the financial problem of your later years.

Consult your **DISTRICT ANNUITIES REPRESENTATIVE**,— who will call at your convenience, or mail the coupon below, **POSTAGE FREE!**

Mail Coupon for Further Information



To: Director, Canadian Government Annuities,
Department of Labour, Ottawa. (Postage Free)

L. G.

Please send me complete information on Canadian Government Annuities.

My name is
(Mr./Mrs./Miss)

I live at

..... Date of Birth

Age when annuity to start Telephone

I understand that information given will be held strictly confidential.